

DOD CIVILIAN DEMOGRAPHICS

AS OF JUN 30, 2008

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DOD CIVILIAN OVERVIEW

DOD SENIOR LEADER OVERVIEW

NON APPROPRIATED FUND

LOCAL NATIONALS

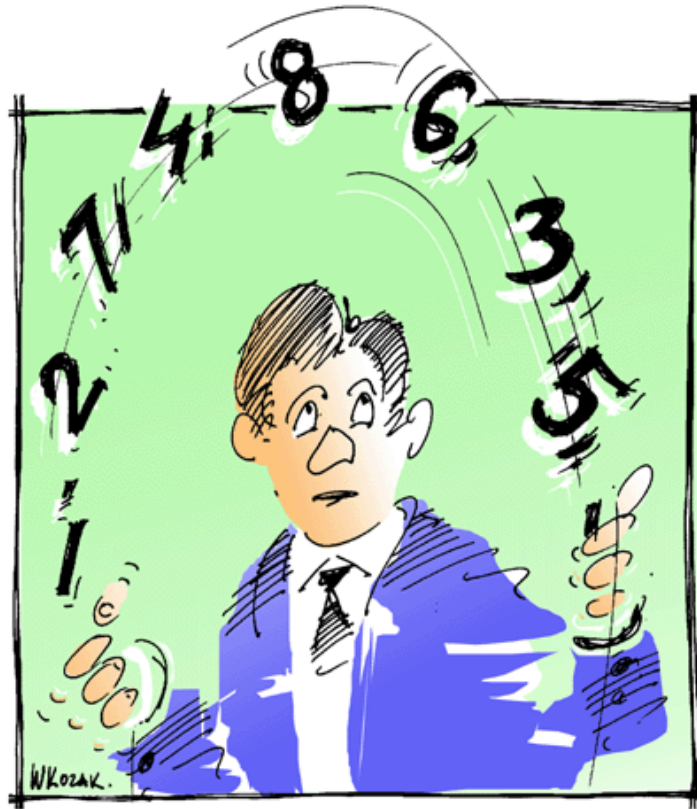


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*Non Appropriated Fund data provided by DMDC. Per DMDC, RNO and Ethnicity are two different fields. The data in the race category includes people of any ethnic preference (Hispanic/non-Hispanic). The 'Hispanic' ethnicity category groups the data into Hispanic/non-Hispanic categories and is based on the same population used to identify race.

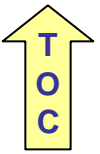
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Local Nationals

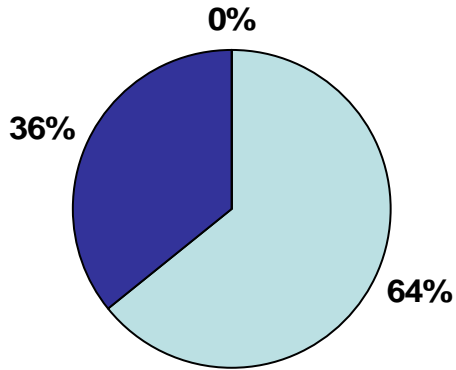
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APPROPRIATED FUND

DoD Civilian Overview (Appropriated Fund)

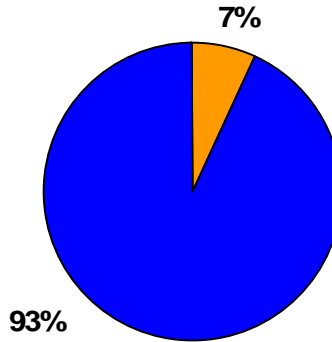


Gender



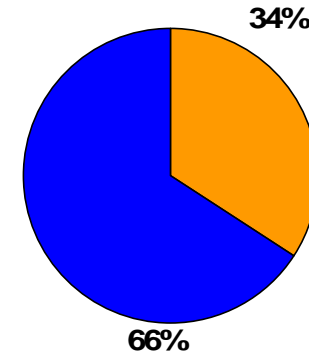
Male Female Not Specified

Disability



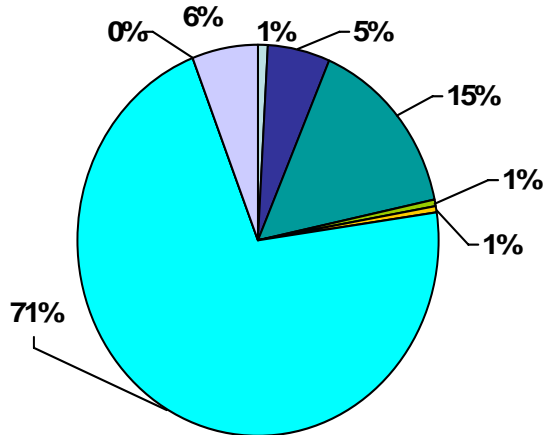
Disability No Disability

Education



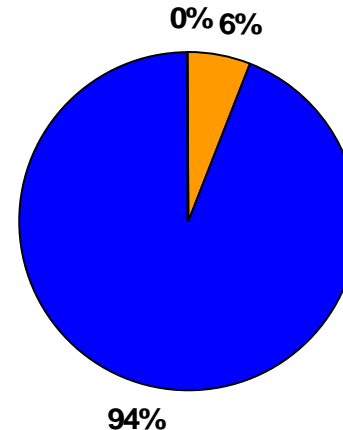
College or Higher No College Degree

Race Designation



American Indian or Alaska Native
 Asian
 Black or African American
 Multiracial
 Native Hawaiian or Other Pacific Islander or
 White
 Identity Pending
 Race Unspecified

Ethnicity

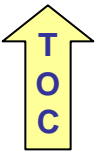


Hispanic Non Hispanic Ethnicity Unspecified

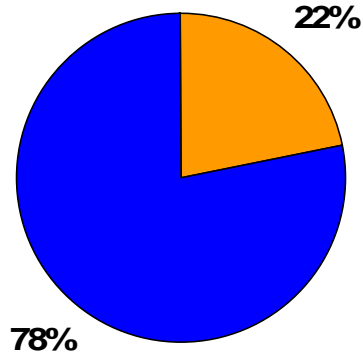
Blue/White Collar

Bargaining/Non Bargaining
 Unit

DoD Senior Leader* Overview (Appropriated Fund)

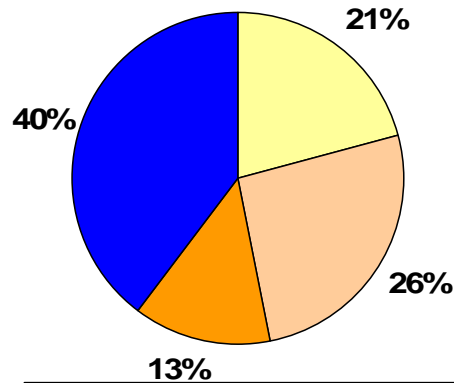


Gender



Female Male

Components



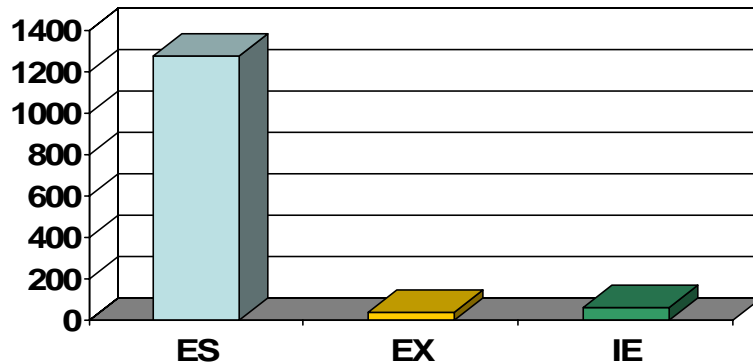
Army Navy Air Force DoD Agencies

Ethnicity



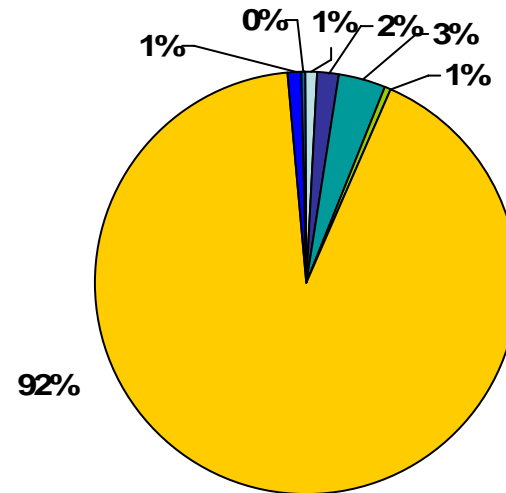
Hispanic Not Hispanic

ES,EX,IE Pay Plans



ES EX IE

Race Designation

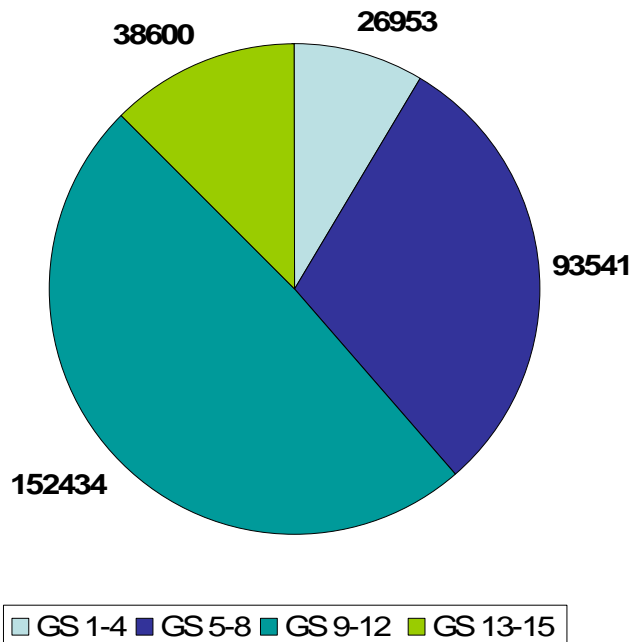
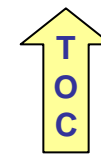


American Indian or Alaska Native Asian
Black or African American Multiracial
White Race Unspecified

Senior Leader Details

*Includes ES, EX, IE Pay Plans
Percentages compared to total Senior Leader population (1,373)

General Schedule (Appropriated Fund)

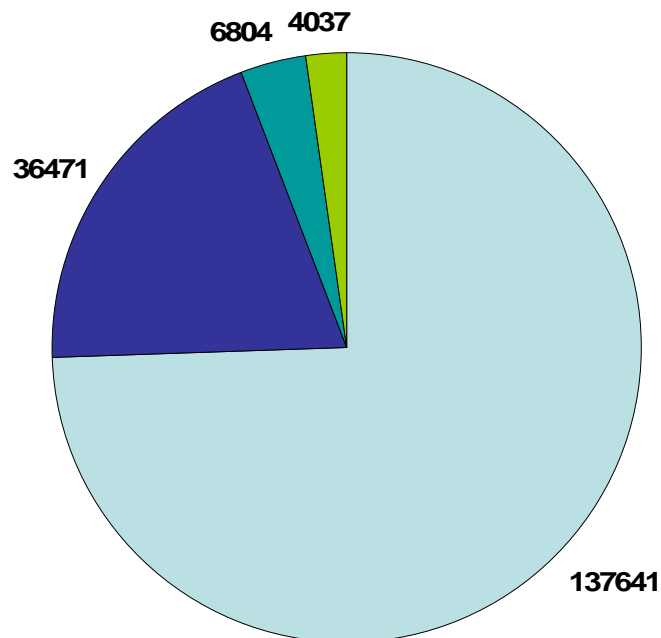


GS and Equivalent*	Total	% Compared To Total GS and Equivalent*	% Compared To Total Appropriated Fund Population
GS 1-4	26953	8.65%	3.84%
GS 5-8	93541	30.03%	13.31%
GS 9-12	152434	48.93%	21.70%
GS 13-15	38600	12.39%	5.49%
Total	311528	100.00%	44.34%

Total Appropriated Fund Population 702,570

*Includes GS, GM, GG and GL Pay Plans

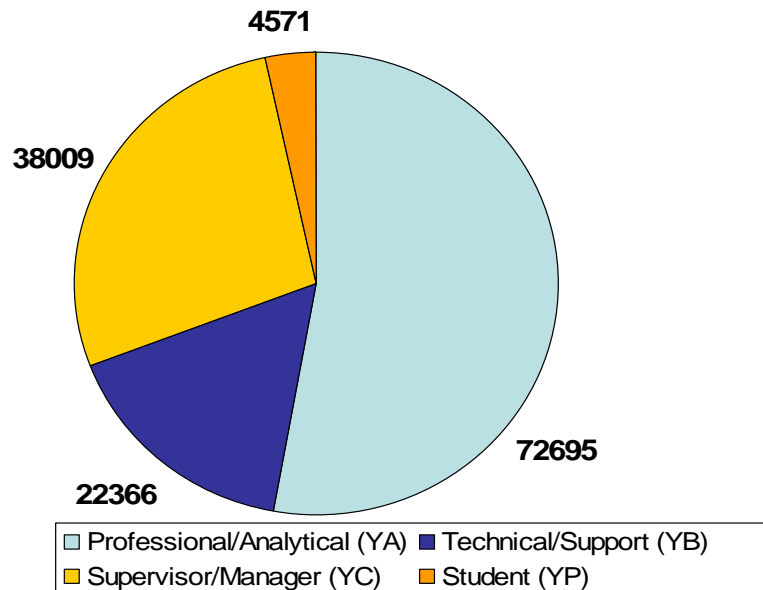
National Security Personnel System (Appropriated Fund)



- Standard Career Group (YA, YB, YC, YP Pay Plans)
- Scientific and Engineering Career Group (YD, YE, YF Pay Plans)
- Medical Career Group (YG, YH, YI, YJ Pay Plans)
- Investigative and Protective Services (YK, YL, YM, YN Pay Plans)

National Security Personnel System	Total	% Compared To Total NSPS	% Compared To Total Appropriated Fund Population
Standard Career Group (YA, YB, YC, YP Pay Plans)	137641	74.42%	19.59%
Scientific and Engineering Career Group (YD, YE, YF Pay Plans)	36471	19.72%	5.19%
Medical Career Group (YG, YH, YI, YJ Pay Plans)	6804	3.68%	0.97%
Investigative and Protective Services (YK, YL, YM, YN Pay Plans)	4037	2.18%	0.57%
Total	184953	100.00%	26.33%

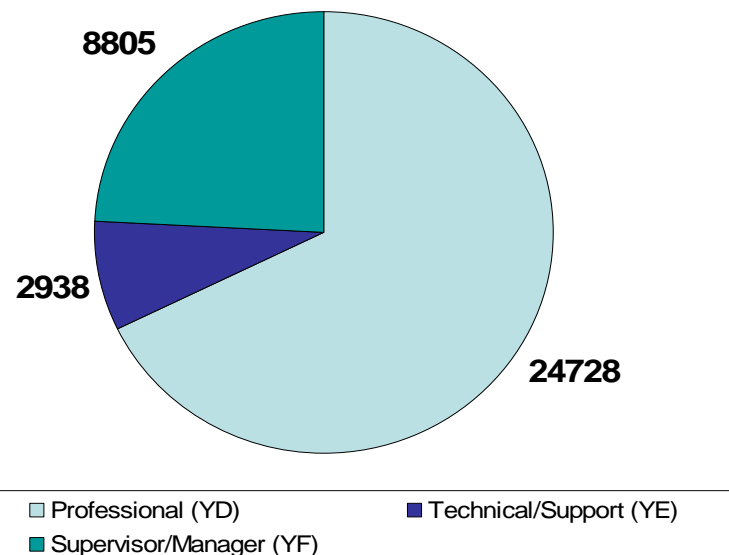
National Security Personnel System (Appropriated Fund)



Standard Career Group	Total	% Compared To Total Standard Career Group	% Compared To Total Appropriated Fund Population
Professional/Analytical (YA)	72695	52.81%	10.35%
Technical/Support (YB)	22366	16.25%	3.18%
Supervisor/Manager (YC)	38009	27.61%	5.41%
Student (YP)	4571	3.32%	0.65%
Total	137641	100.00%	*19.59%

Total Appropriated Fund Population 702,570

** Percentage shown in this report may not add to totals due to rounding

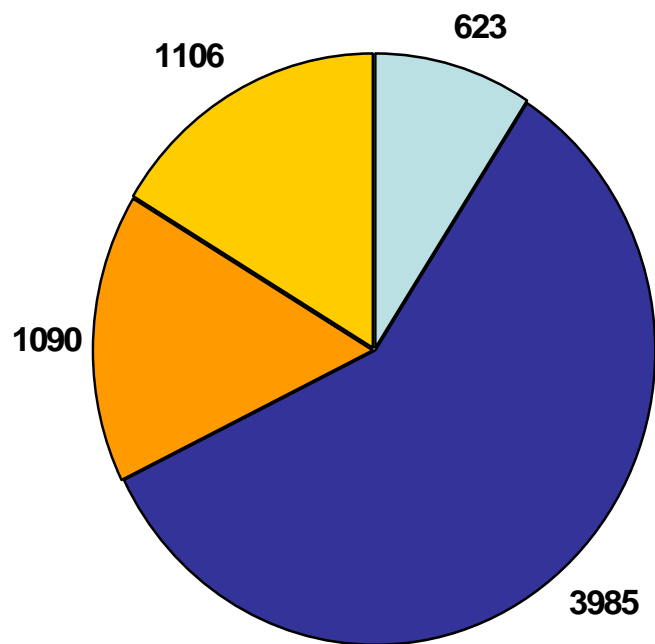


Scientific and Engineering Career Group	Total	% Compared To Scientific and Engineering Career Group	% Compared To Total Appropriated Fund Population
Professional (YD)	24728	67.80%	3.52%
Technical/Support (YE)	2938	8.06%	0.42%
Supervisor/Manager (YF)	8805	24.14%	1.25%
Total	36471	100.00%	*5.19%

Total Appropriated Fund Population 702,570

** Percentage shown in this report may not add to totals due to rounding

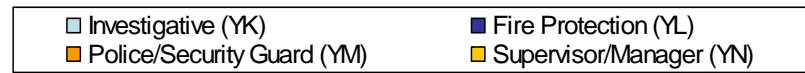
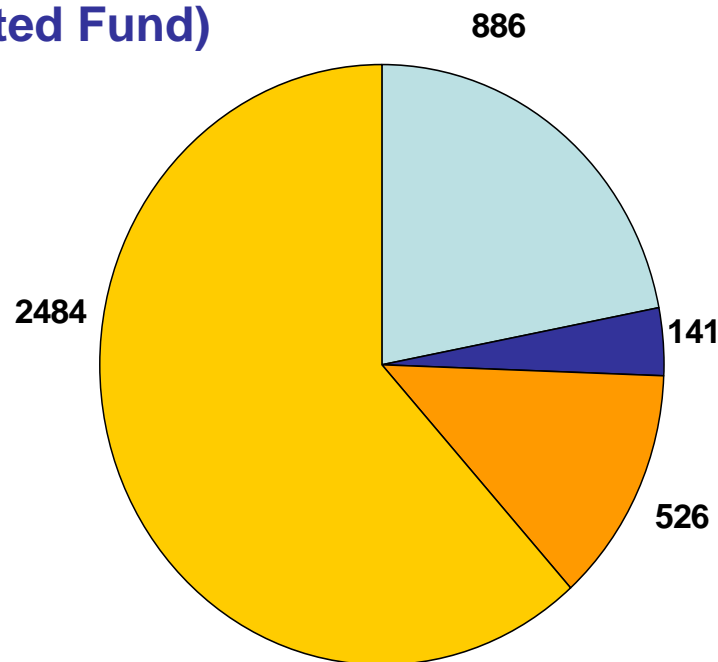
National Security Personnel System (Appropriated Fund)



Medical Career Group	Total	% Compared To Total Medical Career Group	% Compared To Total Appropriated Fund Population
Physician/Dentist (YG)	623	9.16%	0.09%
Professional (YH)	3985	58.57%	0.57%
Technician/Support (YI)	1090	16.02%	0.16%
Supervisor/Manager (YJ)	1106	16.26%	0.16%
Total	6804	100.00%	*0.97%

Total Appropriated Fund Population 702,570

** Percentage shown in this report may not add to totals due to rounding

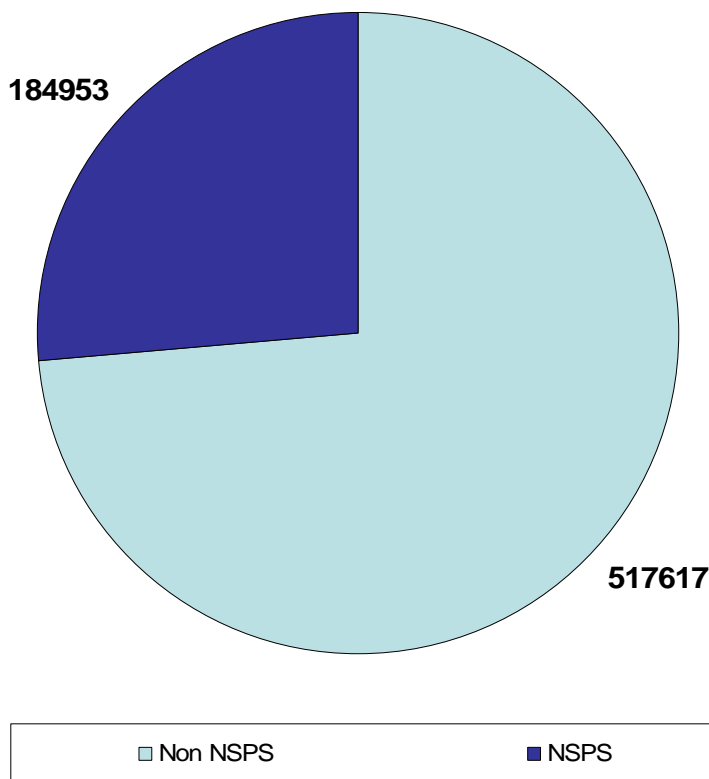
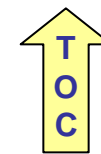


Investigative and Protective Services	Total	% Compared To Total Investigative and Protective Services	% Compared To Total Appropriated Fund Population
Investigative (YK)	886	21.95%	0.13%
Fire Protection (YL)	141	3.49%	0.02%
Police/Security Guard (YM)	526	13.03%	0.07%
Supervisor/Manager (YN)	2484	61.53%	0.35%
Total	4037	100.00%	*0.57%

Total Appropriated Fund Population 702,570

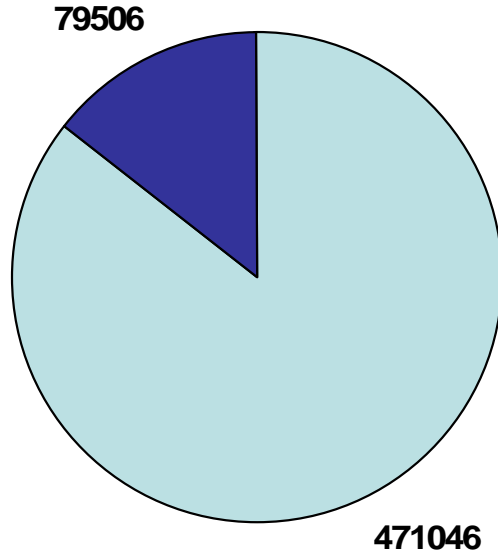
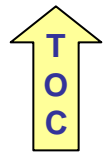
** Percentage shown in this report may not add to totals due to rounding

Non NSPS vs NSPS (Appropriated Fund)

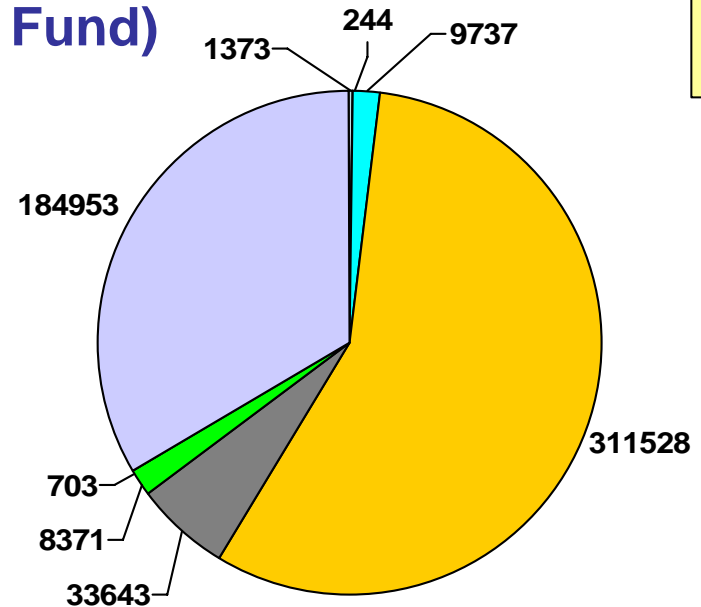


Non NSPS Vs NSPS Population		
	Total	% Compared To Total Appropriated Fund Population
Non NSPS	517617	73.67%
NSPS	184953	26.33%
Total Appropriated Fund Population	702570	100.00%

White Collar Employees (Appropriated Fund)



□ Non Supervisor ■ Supervisor



- Executive (ES, EX, IE)
- IP, SL, ST
- Administratively Determined
- GS and Equivalent
- Lab/Demos
- Teachers (TP)
- CA, ED, EE, EF, EG, EH, EI, SR (Experts & Consultants & Advisory Members)
- NSPS

Non Supervisor/Supervisor	Total	% Compared To Total Non Supervisor/ Supervisor	% Compared To Total Appropriated Fund Population
Non Supervisor	471046	85.56%	67.04%
Supervisor	79506	14.44%	11.32%
Total	550552	100.00%	78.36%

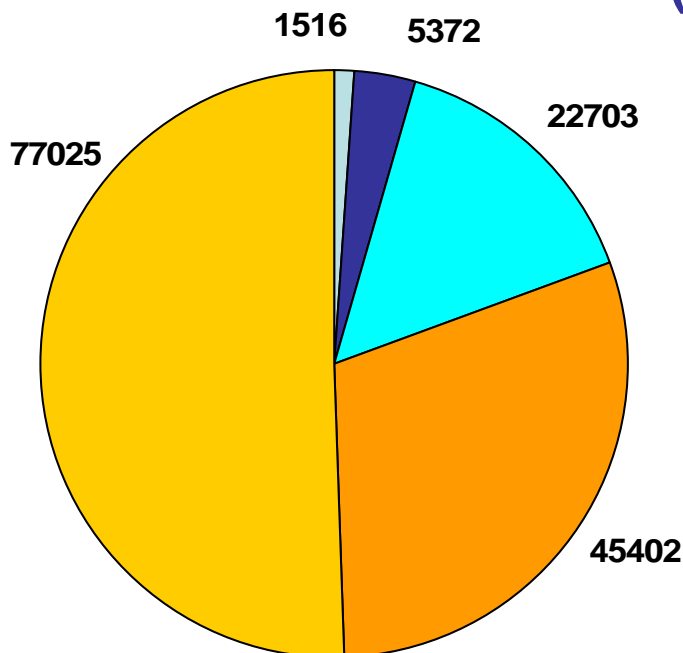
Total Appropriated Fund Population 702,570

White Collar Employees	Total	% Compared To Total White Collar Employees	% Compared To Total Appropriated Fund Population
Executive (ES, EX, IE)	1373	0.25%	0.20%
IP, SL, ST	244	0.04%	0.03%
Administratively Determined	9737	1.77%	1.39%
GS and Equivalent	311528	56.58%	44.34%
Lab/Demos	33643	6.11%	4.79%
Teachers (TP)	8371	1.52%	1.19%
CA, ED, EE, EF, EG, EH, EI, SR (Experts & Consultants & Advisory Members)	703	0.13%	0.10%
NSPS	184953	33.59%	26.33%
Total	550552	100.00%	78.36%

Total Appropriated Fund Population 702,570

DCPDS data as of Jun 30, 2008

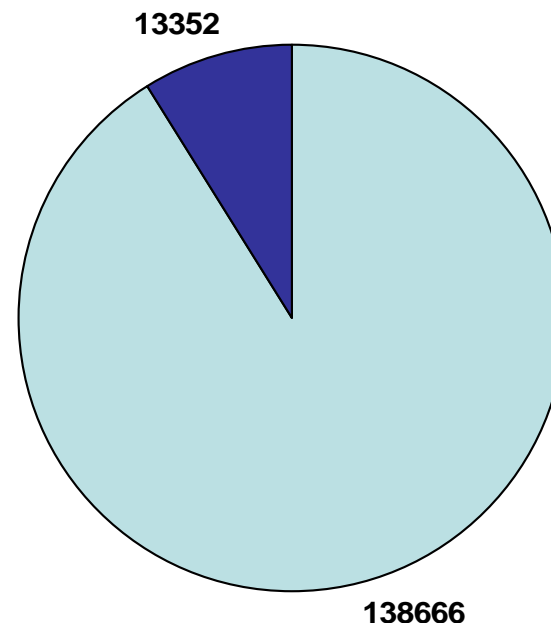
Blue Collar Workforce (Appropriated Fund)



□ Administratively Determined
 □ WG/WL/WS 0-5 and Equivalent
 □ WG/WL/WS 10+ and Equivalent
 ■ Maritime Pay Schedules (WM)
 ■ WG/WL/WS 6-9 and Equivalent

Blue Collar Employees	Total	% Compared To Total Blue Collar Employees	% Compared To Total Appropriated Fund Population
Administratively Determined	1516	1.00%	0.22%
Maritime Pay Schedules (WM)	5372	3.53%	0.76%
WG/WL/WS 0-5 and Equivalent	22703	14.93%	3.23%
WG/WL/WS 6-9 and Equivalent	45402	29.87%	6.46%
WG/WL/WS 10+ and Equivalent	77025	50.67%	10.96%
Total	152018	100.00%	21.64%

Total Appropriated Fund Population 702,570

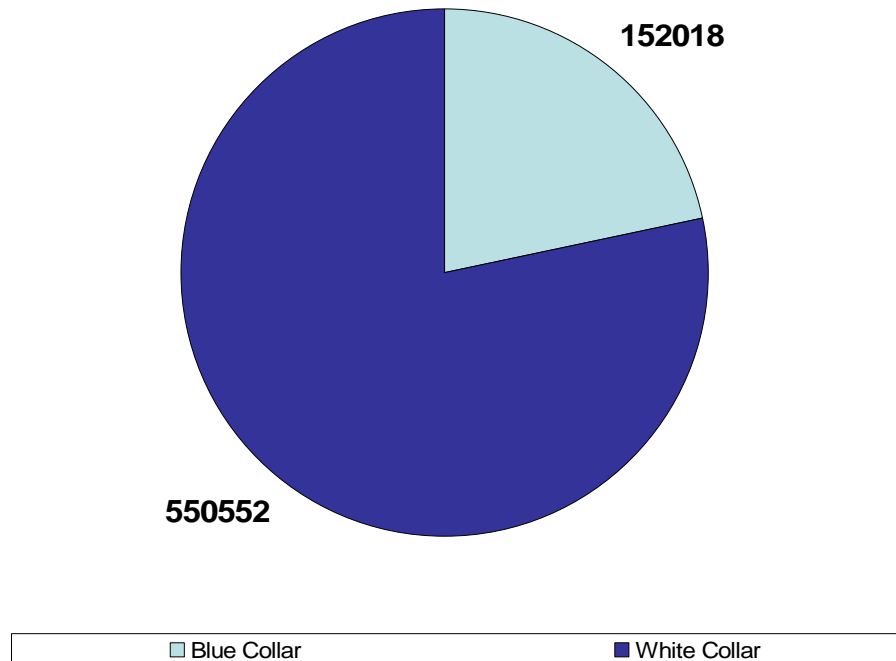


□ Non Supervisor
 ■ Supervisor

Non Supervisor/Supervisor	Total	% Compared To Total Non Supervisor/ Supervisor	% Compared To Total Appropriated Fund Population
Non Supervisor	138666	91.22%	19.74%
Supervisor	13352	8.78%	1.90%
Total	152018	100.00%	21.64%

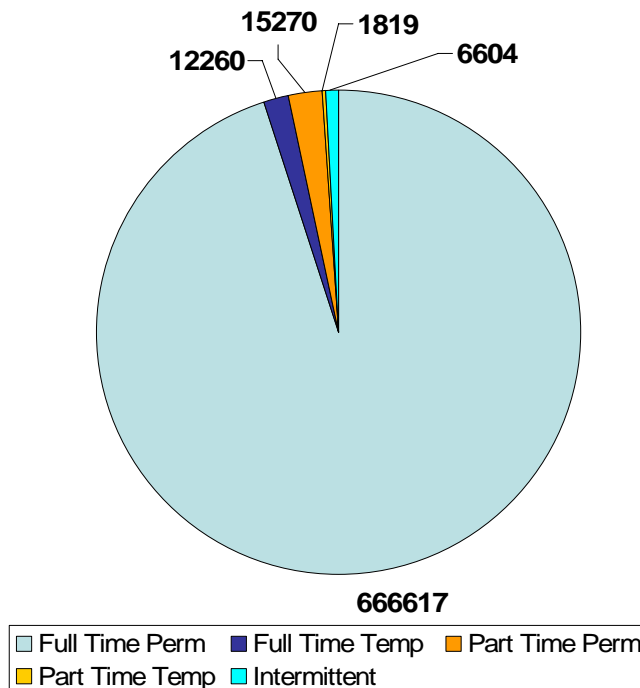
Total Appropriated Fund Population 702,570

Blue Collar vs White Collar (Appropriated Fund)



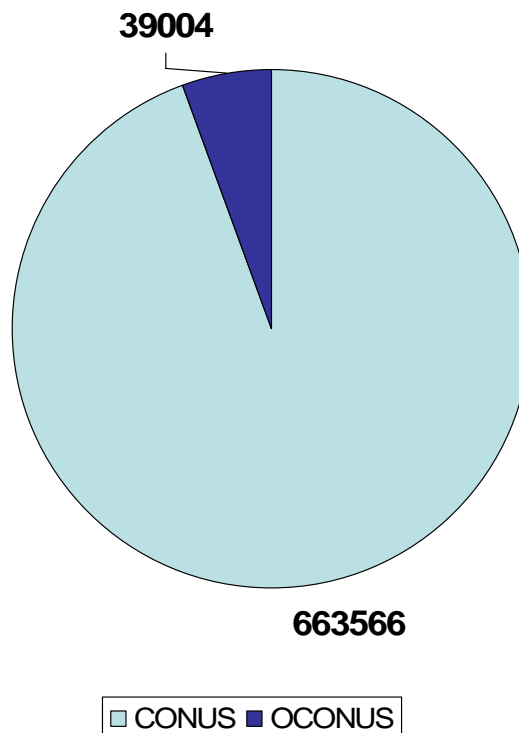
Blue and White Collar		Total	% Compared To Total Appropriated Fund Population
Blue Collar		152018	22%
White Collar		550552	78%
Total		702570	100%

Work Schedule (Appropriated Fund)



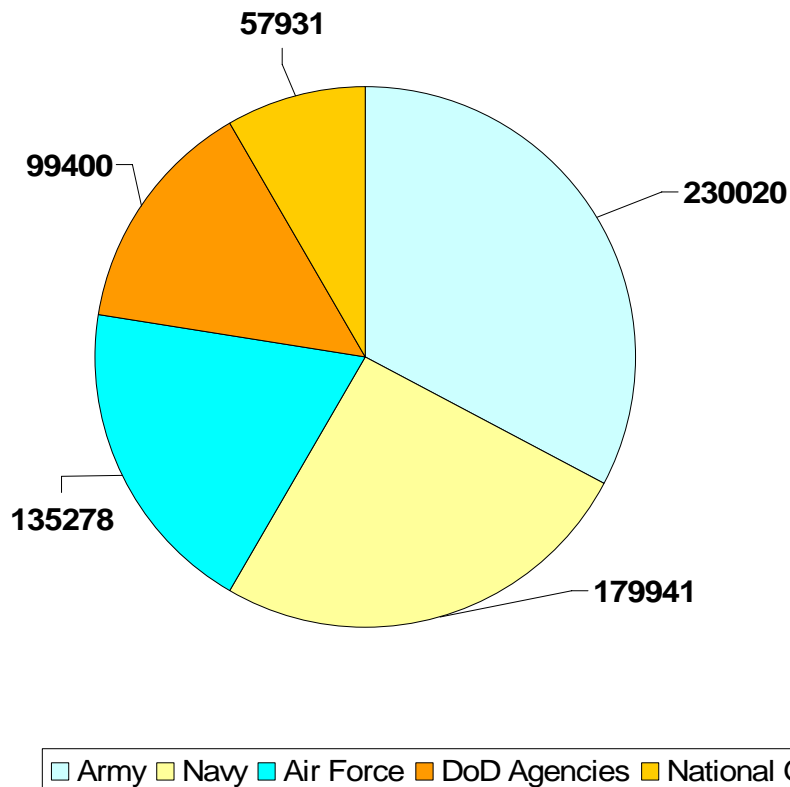
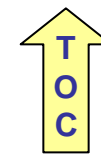
Work Schedule	Total	% Compared To Total Appropriated Fund Population
Full Time Perm	666617	94.88%
Full Time Temp	12260	1.75%
Part Time Perm	15270	2.17%
Part Time Temp	1819	0.26%
Intermittent	6604	0.94%
Total	702570	100%

CONUS vs OCONUS (Appropriated Fund)



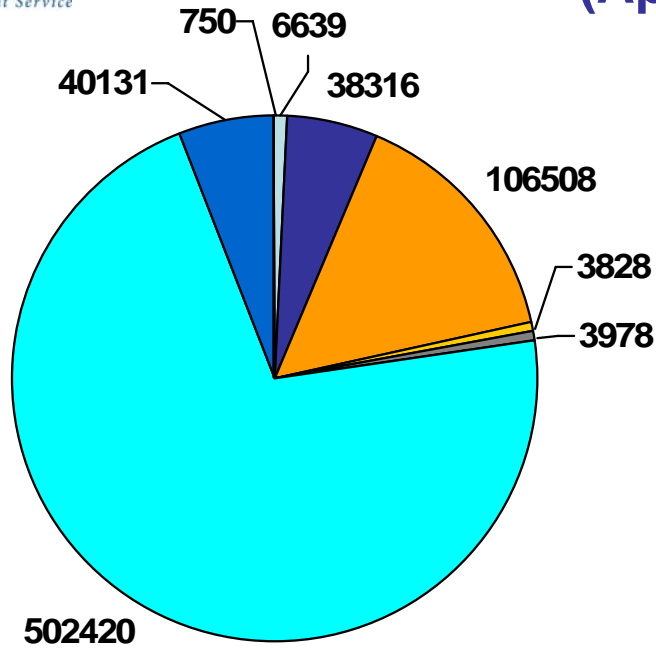
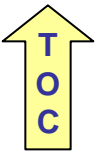
Geographic Location	Total	% Compared To Total Appropriated Fund Population
CONUS	663566	94%
OCONUS	39004	6%
Total	702570	100%

Employees by Component (Appropriated Fund)



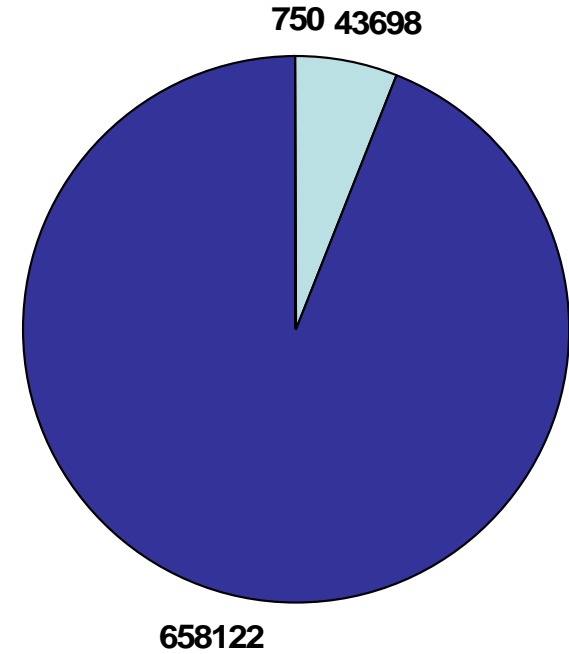
Employees by Component	Total	% Compared To Total Appropriated Fund Population
Army	230020	33%
Navy	179941	26%
Air Force	135278	19%
DoD Agencies	99400	14%
National Guard	57931	8%
Total	702570	100%

General Workforce Demographics (Appropriated Fund)



■ American Indian or Alaska Native ■ Asian
■ Black or African American ■ Mutiracial
■ Native Hawaiian or Other Pacific Islander ■ White
■ *Race Unspecified ■ Identity Pending

Race Designation	Total	% Compared To Total Appropriated Fund Population
American Indian or Alaska Native	6639	1%
Asian	38316	5%
Black or African American	106508	15%
Mutiracial	3828	1%
Native Hawaiian or Other Pacific Islander	3978	1%
White	502420	72%
*Race Unspecified	40131	6%
Identity Pending	750	0%
Total	702570	100%

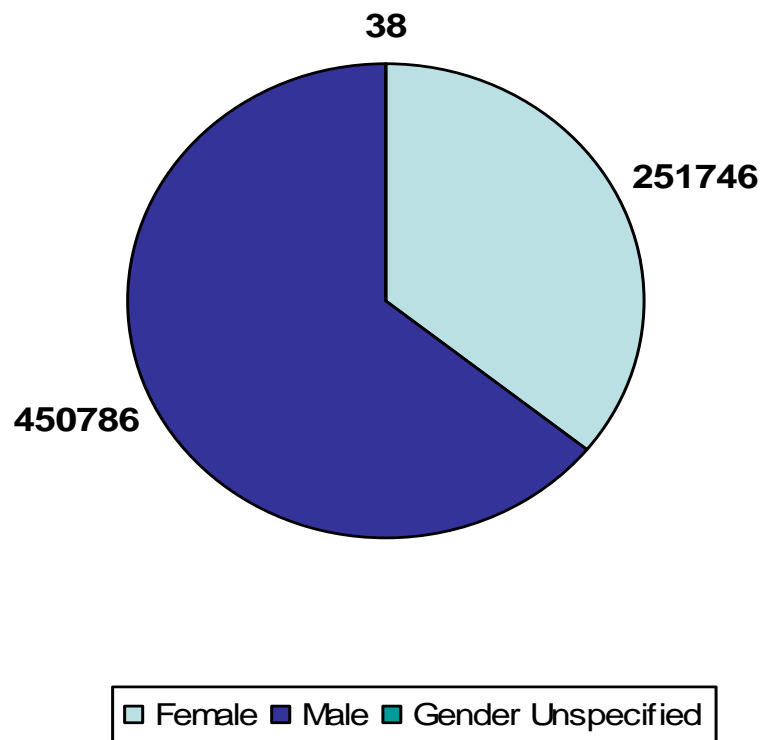
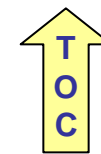


■ Hispanic ■ Not Hispanic ■ Identity Pending

Ethnicity	Total	% Compared To Total Appropriated Fund Population
Hispanic	43698	6%
Not Hispanic	658122	94%
Identity Pending	750	0%
Total	702570	100%

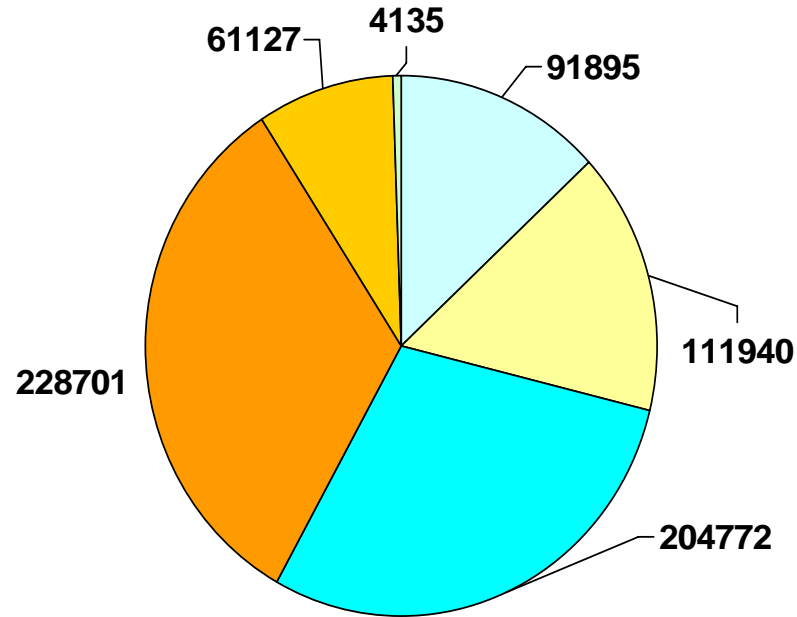
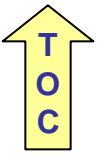
*This group is composed primarily of those individuals who are designated as Hispanic but do not have a race designation.

General Workforce Demographics (Appropriated Fund)



Gender	Total	% Compared To Total Appropriated Fund Population
Female	251746	36%
Male	450786	64%
Gender Unspecified	38	0%
Total	702570	100%

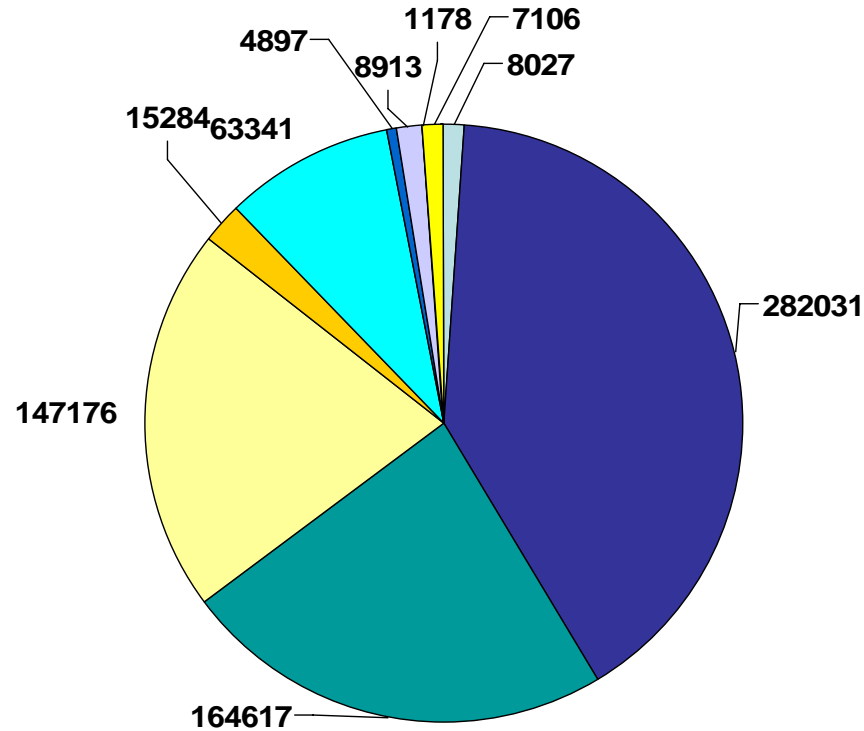
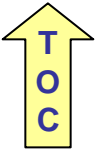
General Workforce Demographics (Appropriated Fund)



■ 30 and below
 ■ 31 to 40
 ■ 41 to 49
 ■ 50 to 59
 ■ 60 to 69
 ■ 70 or greater

Age	Total	% Compared To Total Appropriated Fund Population
30 and below	91895	13%
31 to 40	111940	16%
41 to 49	204772	29%
50 to 59	228701	33%
60 to 69	61127	9%
70 or greater	4135	1%
Total	702570	100%

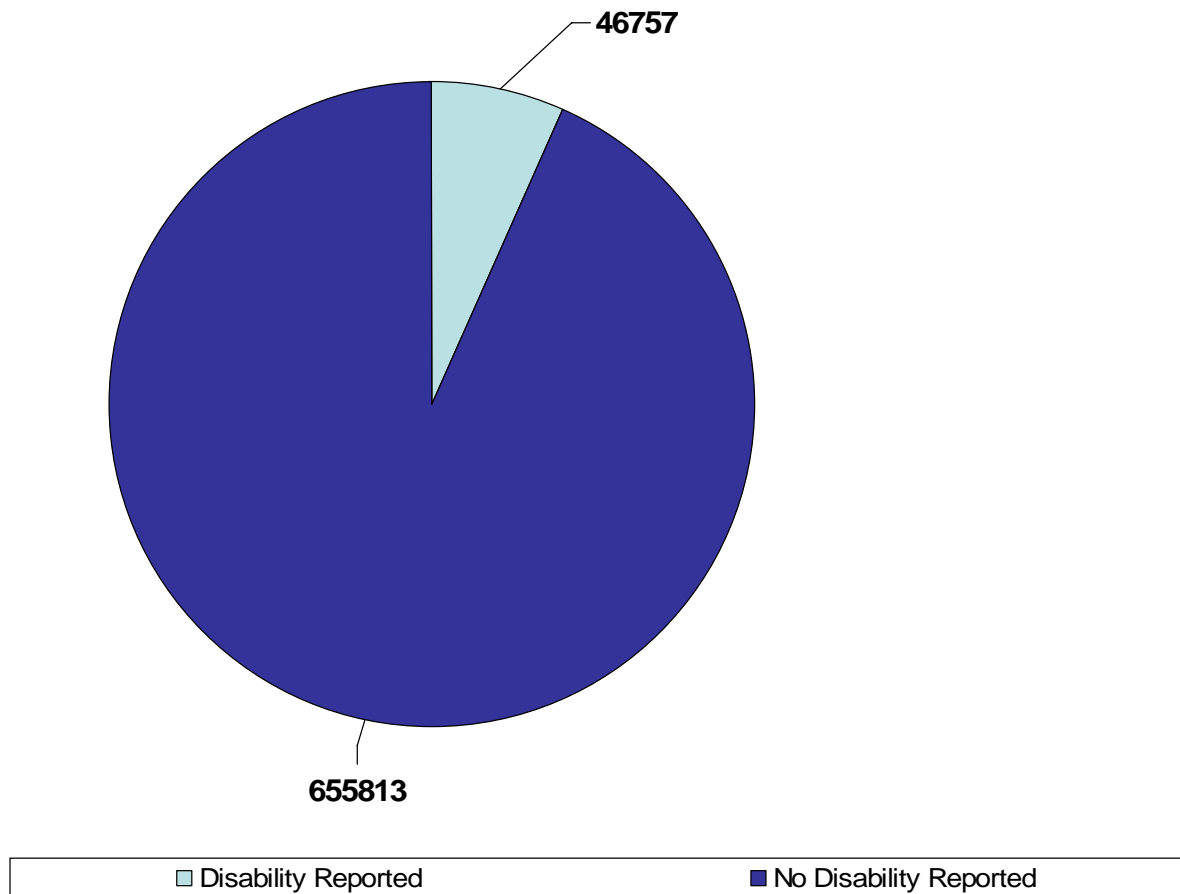
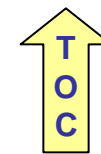
Education Levels (Appropriated Fund)



Non High School Graduate	High School Graduate	College or Occupational Program	Bachelor's Degree
Post Bachelor	Master's Degree	Post Master	Doctorate
Post Doctorate	Education Level Not Reported		

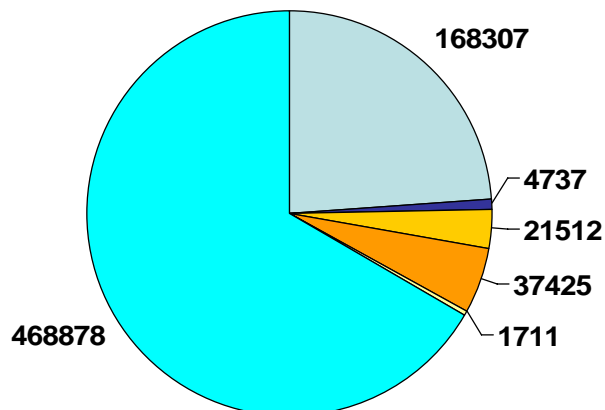
Education	Total	% of Total Total Appropriated Fund Population
Non High School Graduate	8027	1%
High School Graduate	282031	40%
College or Occupational Program	164617	23%
Bachelor's Degree	147176	21%
Post Bachelor	15284	2%
Master's Degree	63341	9%
Post Master	4897	1%
Doctorate	8913	1%
Post Doctorate	1178	0%
Education Level Not Reported	7106	1%
Total	702570	100%

Disabilities Reported (Appropriated Fund)



Disability/No Disability	Total	% Compared To Total Appropriated Fund Population
Disability Reported	46757	7%
No Disability Reported	655813	93%
Total	702570	100%

Veterans' Preference (Appropriated Fund)



Note: (1) Data includes Appropriated Fund and Military Technicians Records only. It excludes LNs, NAF, AGR.

(2) List of Values

5-Point: Veteran is entitled to 5-point preference

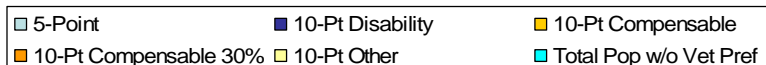
10-Point/Disability: Veteran is entitled to 10-point preference due to a service-connected disability but receives no compensation

10-Point/Compensable: Veteran is entitled to 10-point preference due to a service connected disability of less than 30 percent but receives compensation

10-Point/Compensable/30 Percent: Veteran is entitled to 10-point preference due to a service connected disability of 30 percent or more that entitles vet to compensation

10-Point/Other: Other person entitled to 10-point preference:

(1) Both the spouse and mother of veterans occupationally disabled because of a service-connected disability; and/or
(2) The widow/widower and mother of a deceased wartime veteran

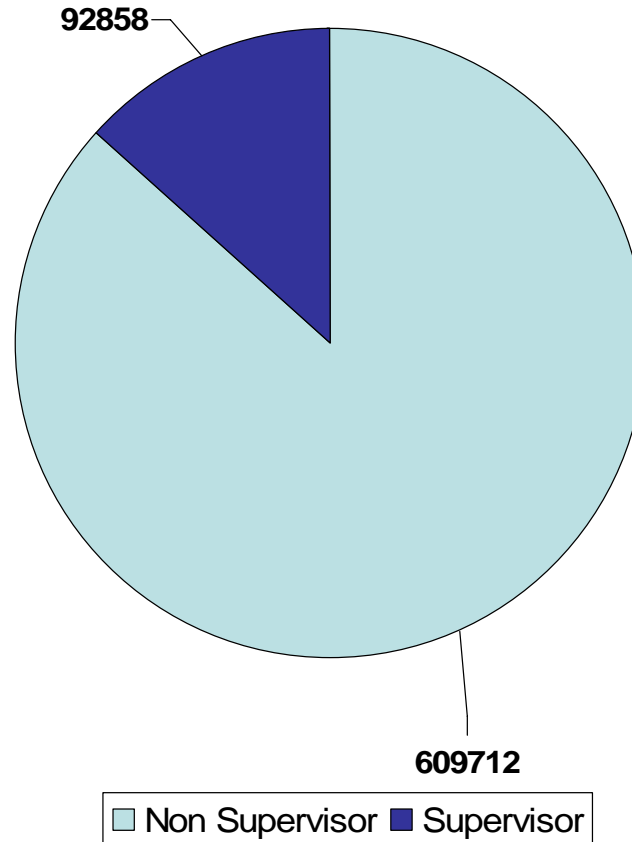
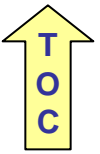


Veterans' Preference by Component as of Jun 30, 2008

	5-Point	% of Total for Component	10-Pt Disability	% of Total for Component	10-Pt Compensable	% of Total for Component	10-Pt Compensable 30%	% of Total for Component	10-Pt Other	% of Total for Component	Total Vets with Pref	% of Total for Component	Total Pop w/o Vet Pref	% of Total for Component	Total DoD Civ	Total % DoD Civ
Air Force	43351	32.05%	1015	0.75%	5808	4.29%	9000	6.65%	326	0.24%	59500	43.98%	75778	56.02%	135,278	19.25%
Army	59633	25.93%	1856	0.81%	8780	3.82%	16673	7.25%	679	0.30%	87621	38.09%	142399	61.91%	230,020	32.74%
DoD Agencies	17657	17.76%	629	0.63%	2185	2.20%	3917	3.94%	358	0.36%	24746	24.90%	74654	75.10%	99,400	14.15%
Natl Guard	22	0.04%	0	*	1	*	0	*	1	*	24	0.04%	57907	99.96%	57,931	8.25%
Navy	47644	26.48%	1237	0.69%	4738	2.63%	7835	4.35%	347	0.19%	61801	34.35%	118140	65.65%	179,941	25.61%
Grand Total	168307	23.96%	4737	0.67%	21512	3.06%	37425	5.33%	1711	0.24%	233692	33.26%	468878	66.74%	702570	100%

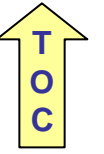
* Percentage is greater than two decimals, insignificant for comparing purposes

Supervisor to Employee Ratio – Total Workforce (Appropriated Fund)

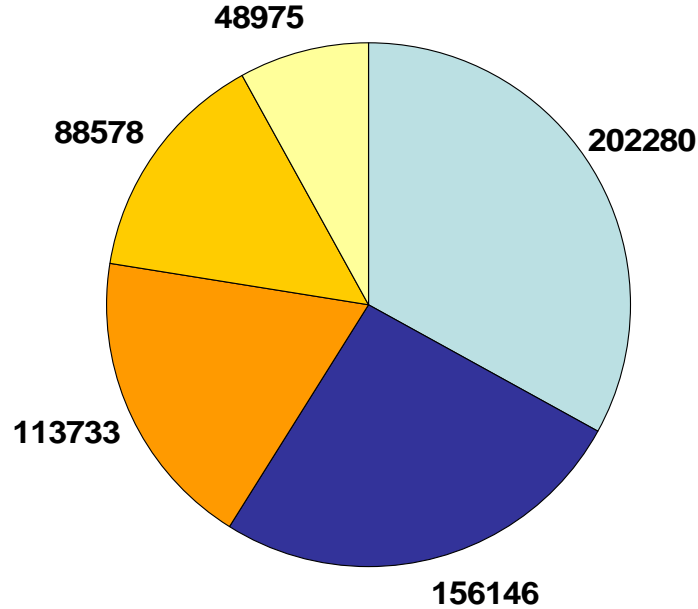


Non Supervisor/Supervisor			% Compared To Total Appropriated Fund Population
Non Supervisor	609712		87%
Supervisor	92858		13%
Total	702570		100%

Non Supervisor/Supervisor by Components (Appropriated Fund)

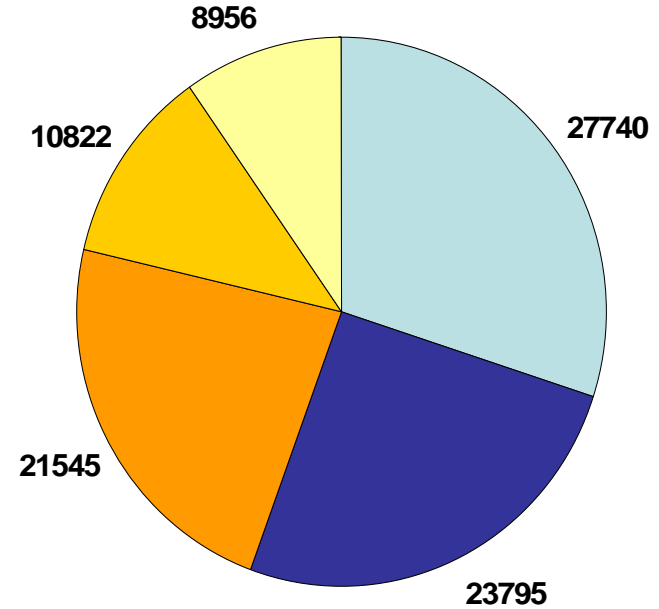


Non Supervisor by Components



Army Navy Air Force DoD Agencies National Guard

Supervisor by Components



Army Navy Air Force DoD Agencies National Guard

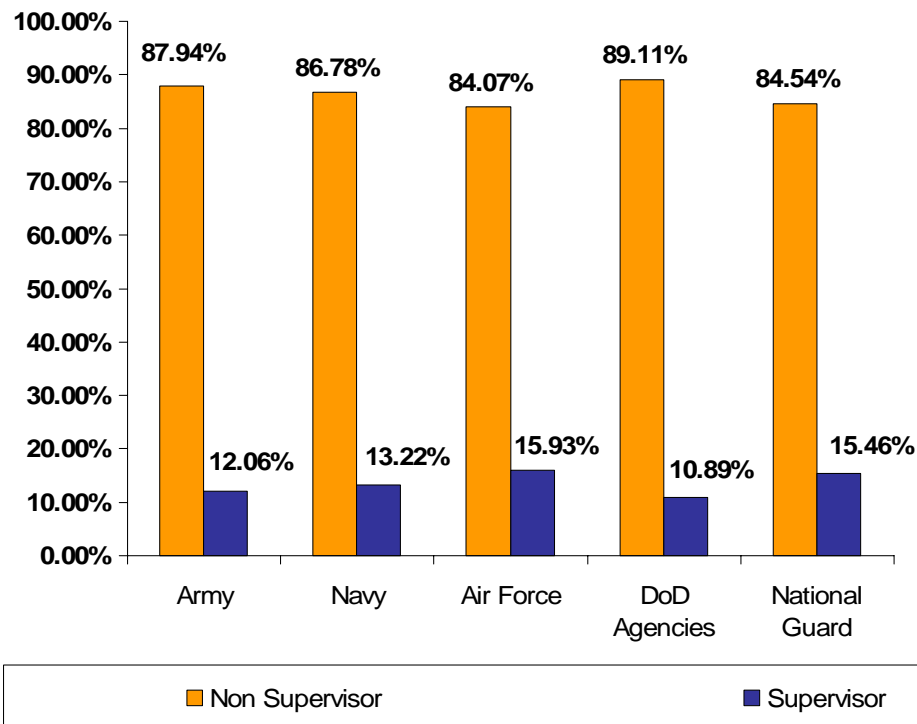
Non Supervisory Status	Total	% Compared To Non Supervisory Status	% Compared To Total Appropriated Fund Population
Army	202280	33%	29%
Navy	156146	26%	22%
Air Force	113733	19%	16%
DoD Agencies	88578	15%	13%
National Guard	48975	8%	7%
Total	609712	100%	87%

Total Appropriated Fund Population 702,570

Supervisory Status	Total	% Compared To Total Supervisory Status	% Compared To Total Appropriated Fund Population
Army	27740	30%	4%
Navy	23795	26%	3%
Air Force	21545	23%	3%
DoD Agencies	10822	12%	2%
National Guard	8956	10%	1%
Total	92858	100%	13%

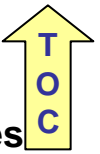
Total Appropriated Fund Population 702,570

Non Supervisor/Supervisor Ratios by Components (Appropriated Fund)

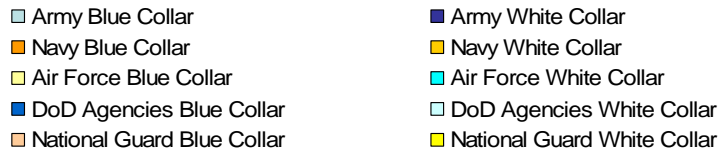
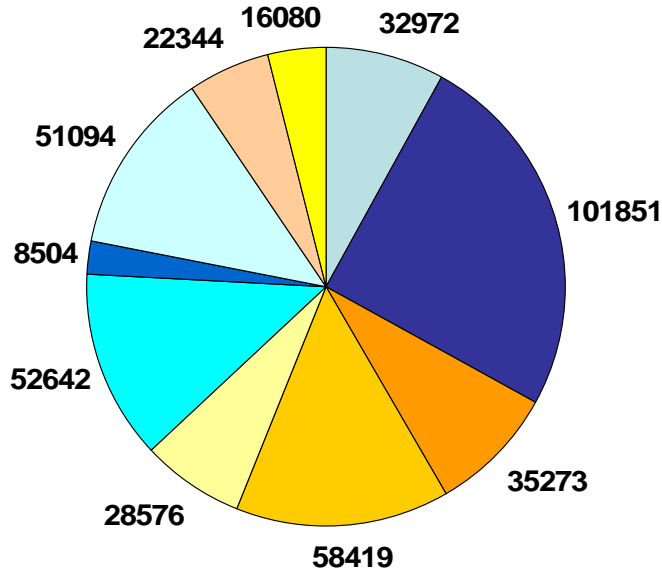


Component Supervisory Ratio	Non Supervisory	Supervisory	Total Component	% Non Supervisor Compared to Total Component	% Supervisor Compared to Total Component
Army	202280	27740	230020	87.94%	12.06%
Navy	156146	23795	179941	86.78%	13.22%
Air Force	113733	21545	135278	84.07%	15.93%
DoD Agencies	88578	10822	99400	89.11%	10.89%
National Guard	48975	8956	57931	84.54%	15.46%
Total	609712	92858	702570	86.78%	13.22%

Bargaining vs Non Bargaining (Appropriated Fund)



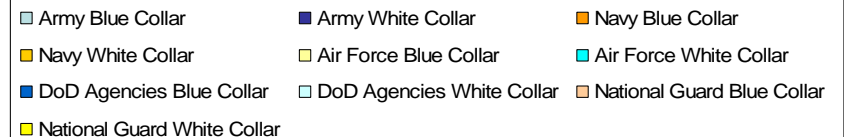
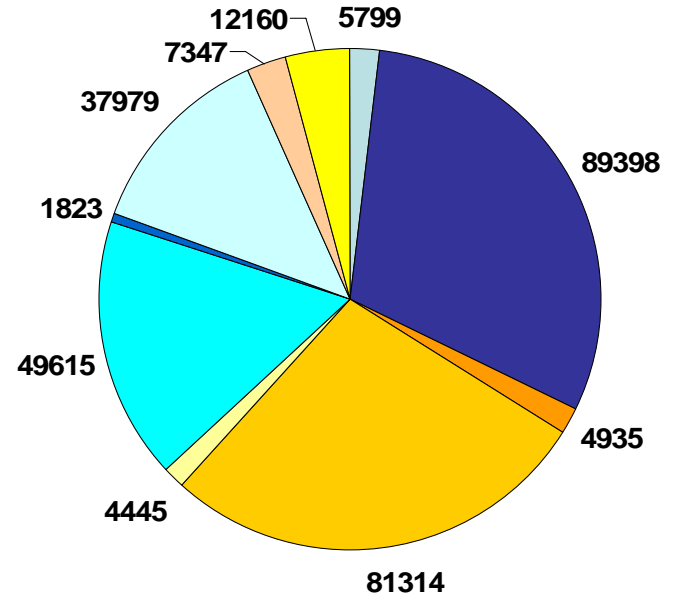
Bargaining Unit Employees



Bargaining Unit	Total	% Compared To Total Bargaining Unit	% Compared To Total Appropriated Fund Population
Army Blue Collar	32972	8.1%	4.7%
Army White Collar	101851	25.0%	14.5%
Navy Blue Collar	35273	8.7%	5.0%
Navy White Collar	58419	14.3%	8.3%
Air Force Blue Collar	28576	7.0%	4.1%
Air Force White Collar	52642	12.9%	7.5%
DoD Agencies Blue Collar	8504	2.1%	1.2%
DoD Agencies White Collar	51094	12.5%	7.3%
National Guard Blue Collar	22344	5.5%	3.2%
National Guard White Collar	16080	3.9%	2.3%
Total	407755	100.0%	58.0%

Total Appropriated Fund Population 702,570

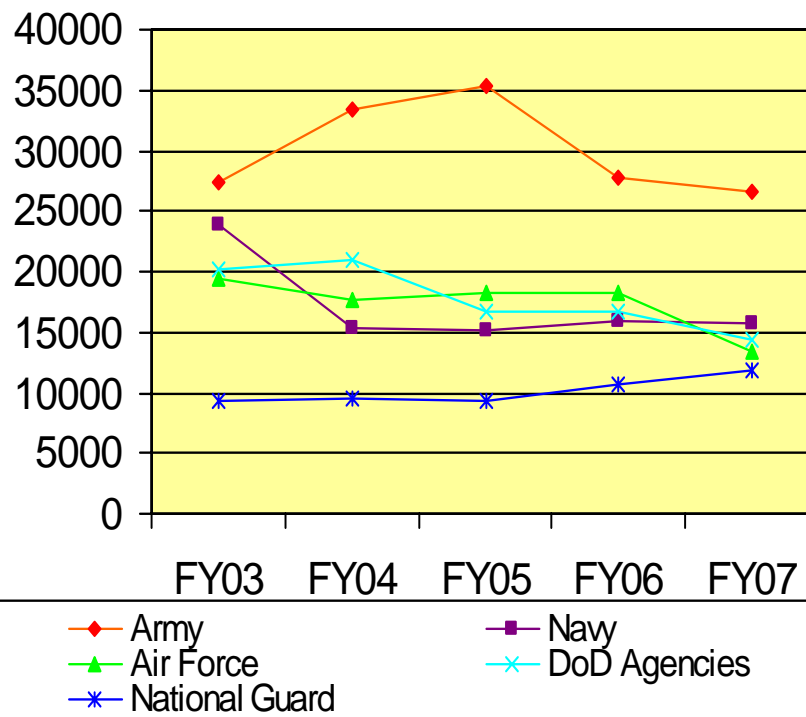
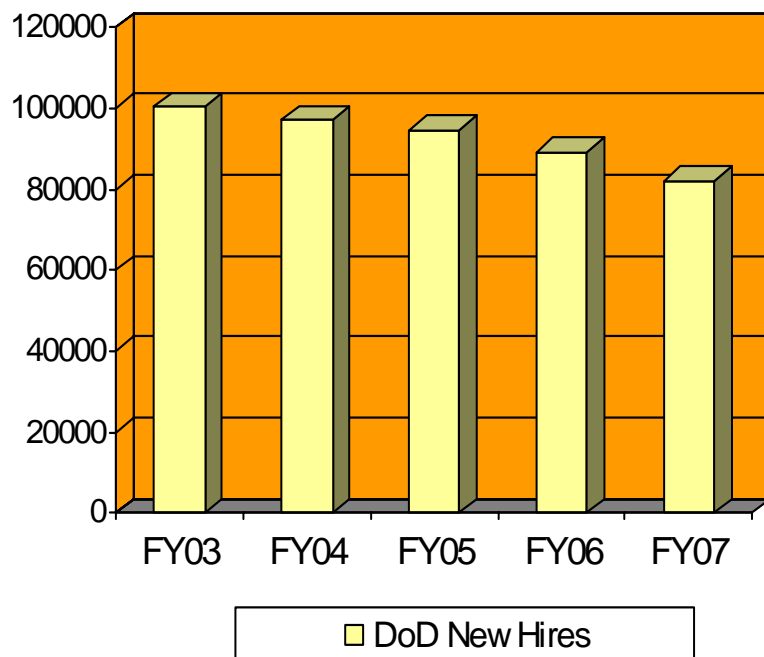
Non Bargaining Unit Employees



Non Bargaining Unit	Total	% Compared To Total Non Bargaining Unit	% Compared To Total Appropriated Fund Population
Army Blue Collar	5799	2.0%	0.8%
Army White Collar	89398	30.3%	12.7%
Navy Blue Collar	4935	1.7%	0.7%
Navy White Collar	81314	27.6%	11.6%
Air Force Blue Collar	4445	1.5%	0.6%
Air Force White Collar	49615	16.8%	7.1%
DoD Agencies Blue Collar	1823	0.6%	0.3%
DoD Agencies White Collar	37979	12.9%	5.4%
National Guard Blue Collar	7347	2.5%	1.0%
National Guard White Collar	12160	4.1%	1.7%
Total	294815	100.0%	42.0%

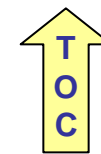
Total Appropriated Fund Population 702,570

New Hires (Appropriated Fund)

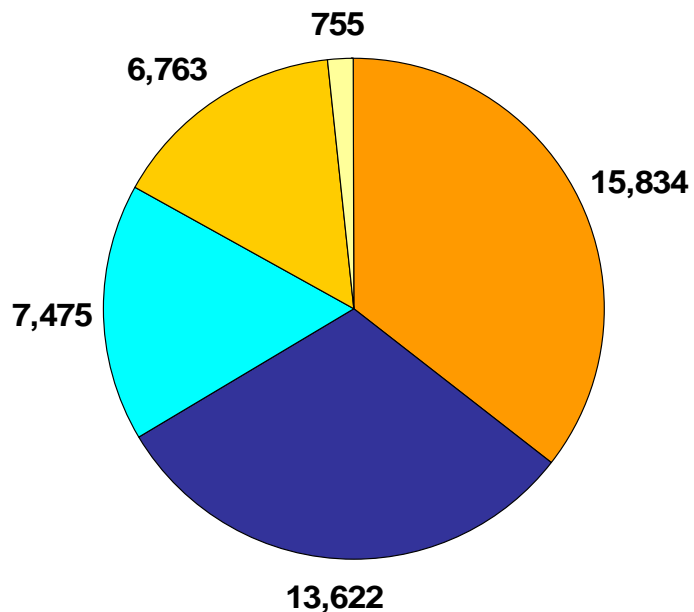


DoD New Hires	FY03	FY04	FY05	FY06	FY07	Total	% Compared To Total DoD New Hires
Army	27379	33434	35385	27684	26509	150391	32%
Navy	23887	15325	15052	15833	15745	85842	19%
Air Force	19405	17761	18281	18307	13454	87208	19%
DoD Agencies	20174	20942	16603	16668	14424	88811	19%
National Guard	9413	9489	9296	10603	11873	50674	11%
Total New DoD Hires	100258	96951	94617	89095	82005	462926	100%

CSRS Retirement Eligibility Optional Retirement (Appropriated Fund)

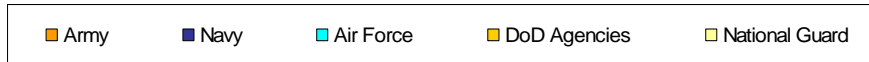
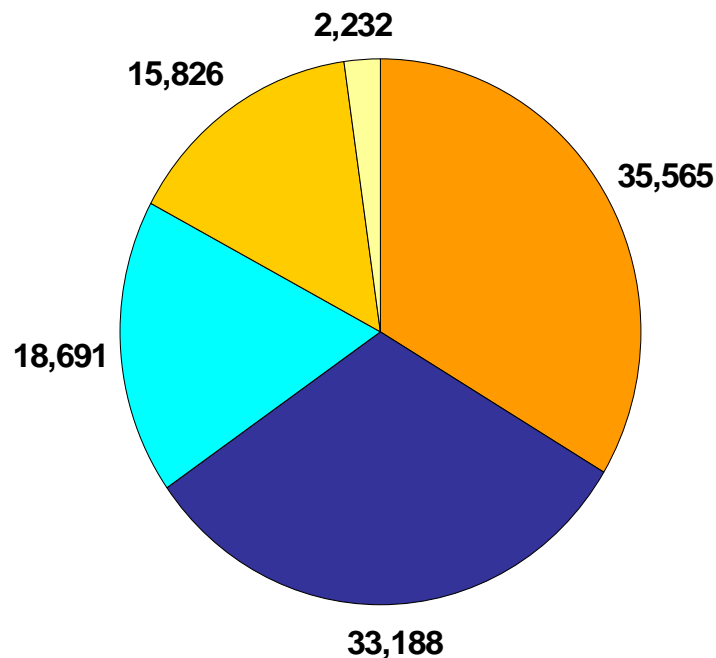


CSRS 2008



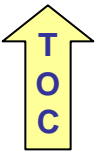
CSRS Retirement Eligibility as of Jun 2008					
Component	Total Employees	CSRS Employee Count	CSRS Employees Eligible for Optional Retirement	% of Total CSRS Eligible for Optional Retirement for Component	% Compared To Total Appropriated Fund Population
Army	230,020	42,162	15,834	38%	2%
Navy	179,941	41,008	13,622	33%	2%
Air Force	135,278	23,311	7,475	32%	1%
DoD Agencies	99,400	19,189	6,763	35%	1%
National Guard	57,931	2,782	755	27%	0%
Grand Total	702,570	128,452	44,449	35%	6%

CSRS 2013

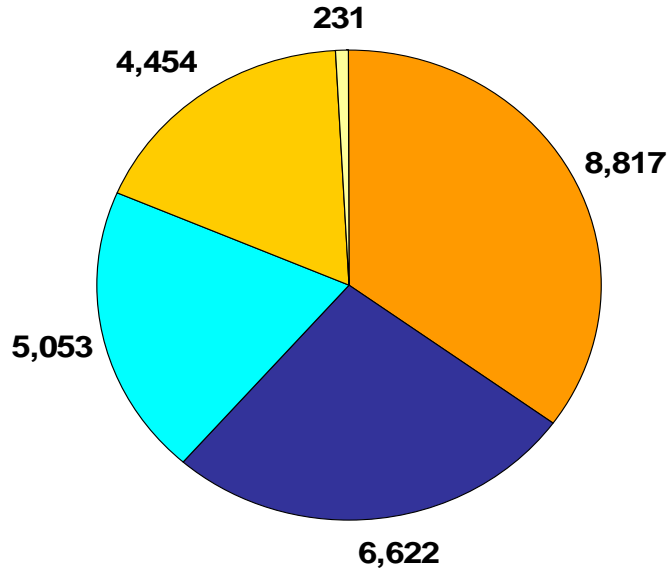


CSRS Retirement Eligibility as of Jun 2013					
Component	Total Employees	CSRS Employee Count	CSRS Employees Eligible for Optional Retirement	% of Total CSRS Eligible for Optional Retirement for Component	% Compared To Total Appropriated Fund Population
Army	230,020	42,162	35,565	84%	5%
Navy	179,941	41,008	33,188	81%	5%
Air Force	135,278	23,311	18,691	80%	3%
DoD Agencies	99,400	19,189	15,826	82%	2%
National Guard	57,931	2,782	2,232	80%	0%
Grand Total	702,570	128,452	105,502	82%	15%

FERS Retirement Eligibility Optional Retirement (Appropriated Fund)

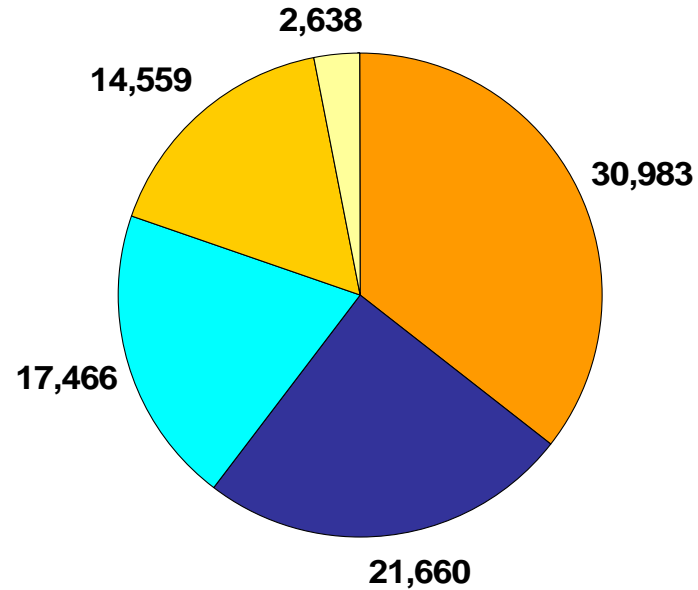


FERS 2008



Army Navy Air Force DoD Agencies National Guard

FERS 2013

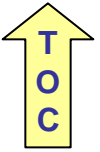


Army Navy Air Force DoD Agencies National Guard

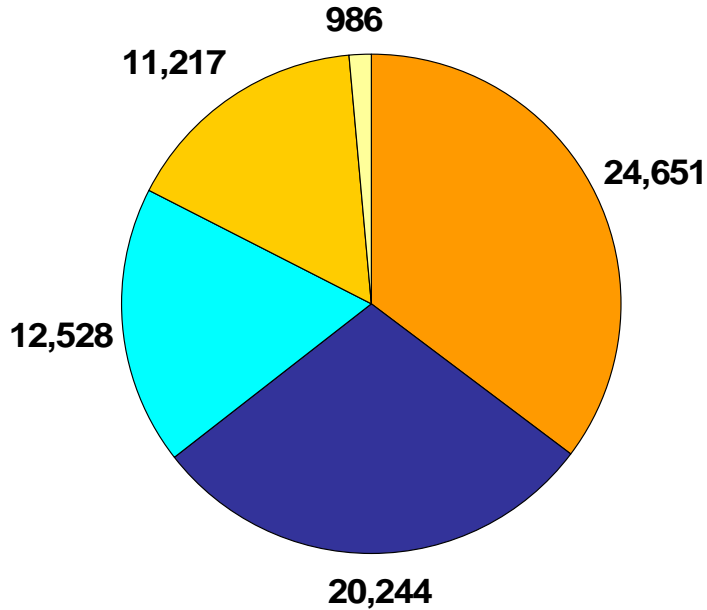
FERS Retirement Eligibility as of Jun 2008					
Component	Total Employees	FERS Employee Count	FERS Employees Eligible for Optional Retirement	% of Total FERS Eligible for Optional Retirement for Component	% Compared To Total Appropriated Fund Population
Army	230,020	177,637	8,817	5%	1%
Navy	179,941	135,459	6,622	5%	1%
Air Force	135,278	105,475	5,053	5%	1%
DoD Agencies	99,400	71,927	4,454	6%	1%
National Guard	57,931	49,920	231	0%	0%
Grand Total	702,570	540,418	25,177	5%	4%

FERS Retirement Eligibility as of Jun 2013					
Component	Total Employees	FERS Employee Count	FERS Employees Eligible for Optional Retirement	% of Total FERS Eligible for Optional Retirement for Component	% Compared To Total Appropriated Fund Population
Army	230,020	177,637	30,983	17%	4%
Navy	179,941	135,459	21,660	16%	3%
Air Force	135,278	105,475	17,466	17%	2%
DoD Agencies	99,400	71,927	14,559	20%	2%
National Guard	57,931	49,920	2,638	5%	0%
Grand Total	702,570	540,418	87,306	16%	12%

CSRS & FERS Retirement Eligibility Optional Retirement (Appropriated Fund)

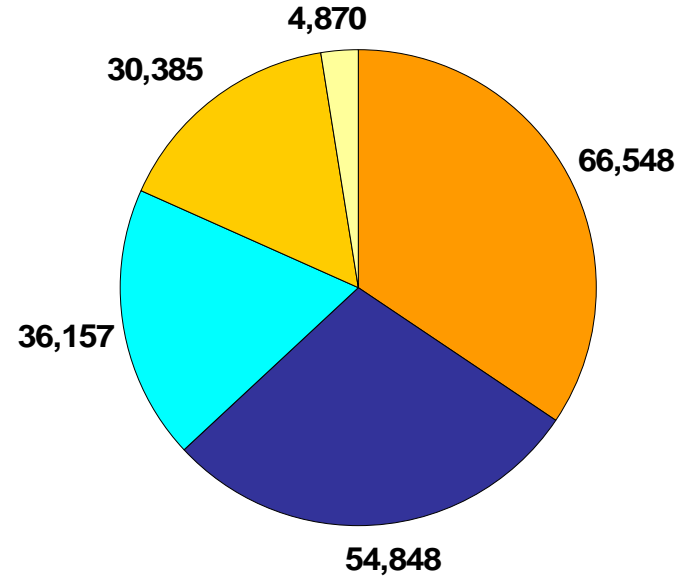


CSRS & FERS 2008



Army Navy Air Force DoD Agencies National Guard

CSRS & FERS 2013

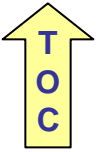


Army Navy Air Force DoD Agencies National Guard

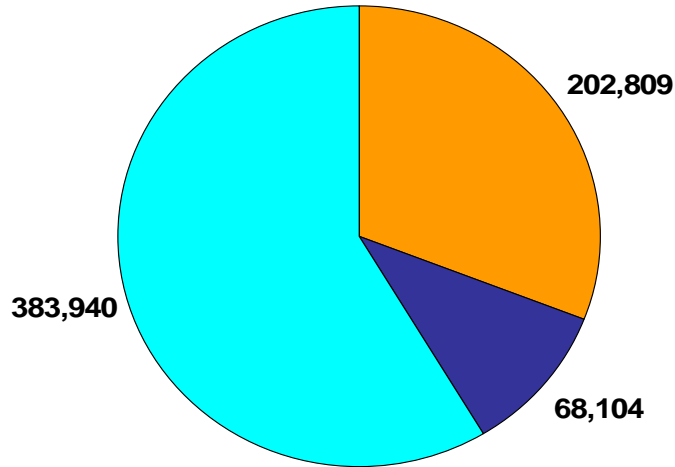
CSRS & FERS Retirement Eligibility as of Jun 2008					
Component	Total Employees	CSRS & FERS Employee Count	CSRS & FERS Employees Eligible for Optional Retirement	% of Total CSRS & FERS Eligible for Optional Retirement for Component	% Compared To Total Appropriated Fund Population
Army	230,020	218,639	24,651	11%	4%
Navy	179,941	175,689	20,244	12%	3%
Air Force	135,278	128,951	12,528	10%	2%
DoD Agencies	99,400	91,071	11,217	12%	2%
National Guard	57,931	52,621	986	2%	0%
Grand Total	702,570	666,971	69,626	10%	10%

CSRS & FERS Retirement Eligibility as of Jun 2013					
Component	Total Employees	CSRS & FERS Employee Count	CSRS & FERS Employees Eligible for Optional Retirement	% of Total CSRS & FERS Eligible for Optional Retirement for Component	% Compared To Total Appropriated Fund Population
Army	230,020	218,639	66,548	30%	9%
Navy	179,941	175,689	54,848	31%	8%
Air Force	135,278	128,951	36,157	28%	5%
DoD Agencies	99,400	91,071	30,385	33%	4%
National Guard	57,931	52,621	4,870	9%	1%
Grand Total	702,570	666,971	192,808	29%	27%

CSRS & FERS Retirement Eligibility Early & Optional Retirement (Appropriated Fund – Permanent Employees)

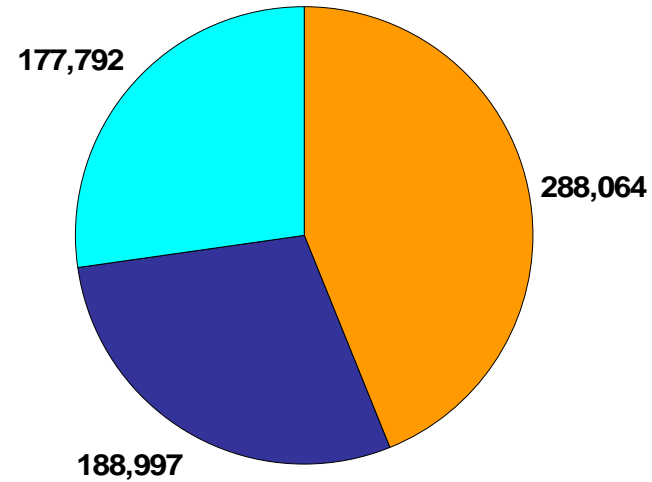


Current Retirement Eligibility



■ Eligible for Early Retirement ■ Eligible for Optional Retirement ■ Not Eligible

2013 Retirement Eligibility



■ Eligible for Early Retirement ■ Eligible for Optional Retirement ■ Not Eligible

CSRS & FERS Retirement Eligibility as of Jun 2008

Total Employees in CSRS & FERS	CSRS & FERS Permanent Employees Eligible for Early Retirement	% of Total CSRS & FERS Permanent Employees Eligible for Early Retirement	CSRS & FERS Permanent Employees Eligible for Optional Retirement	% of Total CSRS & FERS Permanent Employees Eligible for Optional Retirement	Total CSRS & FERS Permanent Employees Eligible for Early and Optional Retirement	% of Total CSRS & FERS Permanent Employees Eligible for Early & Optional Retirement	Not Eligible
654,853	202,809	31%	68,104	10%	270,913	41%	383,940

CSRS & FERS Retirement Eligibility as of Jun 2013

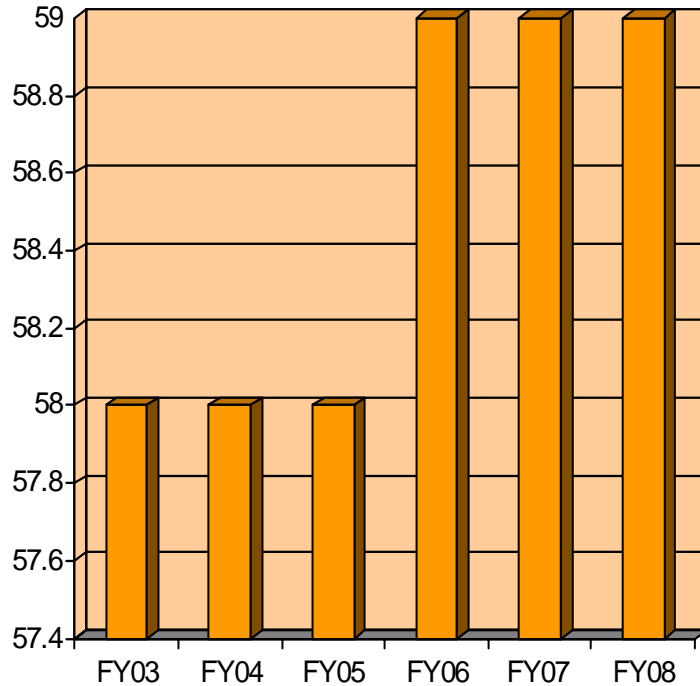
Total Employees in CSRS & FERS	CSRS & FERS Permanent Employees Eligible for Early Retirement	% of Total CSRS & FERS Permanent Employees Eligible for Early Retirement	CSRS & FERS Permanent Employees Eligible for Optional Retirement	% of Total CSRS & FERS Permanent Employees Eligible for Optional Retirement	Total CSRS & FERS Permanent Employees Eligible for Early and Optional Retirement	% of Total CSRS & FERS Permanent Employees Eligible for Early & Optional Retirement	Not Eligible
654,853	288,064	44%	188,997	29%	477,061	73%	177,792

Data represents permanent employees in the FERS/CSRS retirement plans. Special retirement plans are not included.

This chart reflects actual eligibility of the current population assuming they remain the next 5 years. It is not a true projection.

Average Retirement Age and Average Years of Service at Retirement (Appropriated Fund)

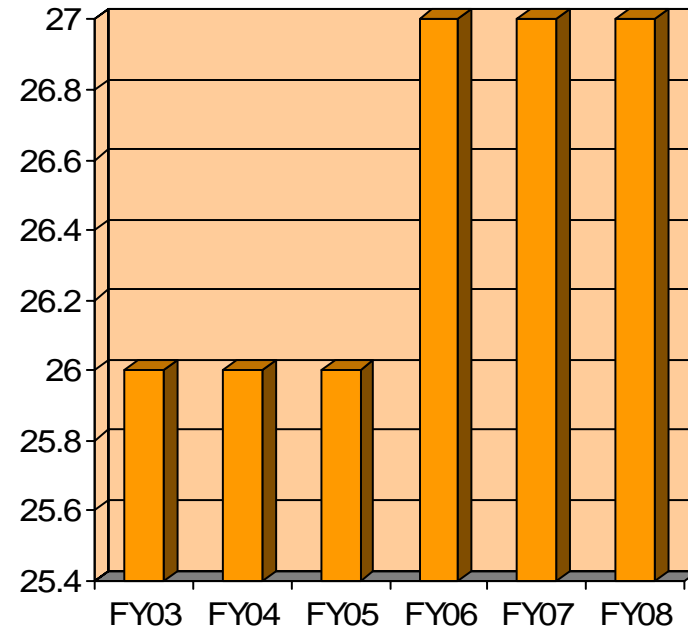
Average Retirement Age



■ Average Retirement Age

Average Retirement Age	
FY03	58
FY04	58
FY05	58
FY06	59
FY07	59
FY08 (From Oct 1, 2007 to Jun 30, 2008)	59

Average Years of Service at Retirement

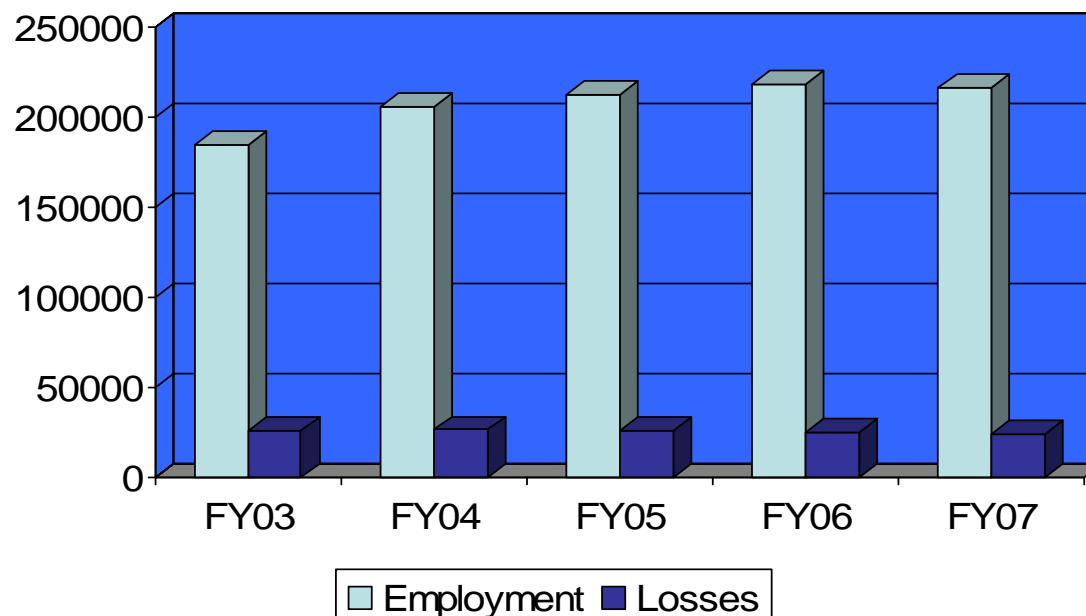


■ Average Years of Service at Retirement

Average Years of Service at Retirement	
FY03	26
FY04	26
FY05	26
FY06	27
FY07	27
FY08 (From Oct 1, 2007 to Jun 30, 2008)	27

Army Turnover Rate* (Appropriated Fund)

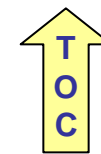
Army Turnover – All Separations



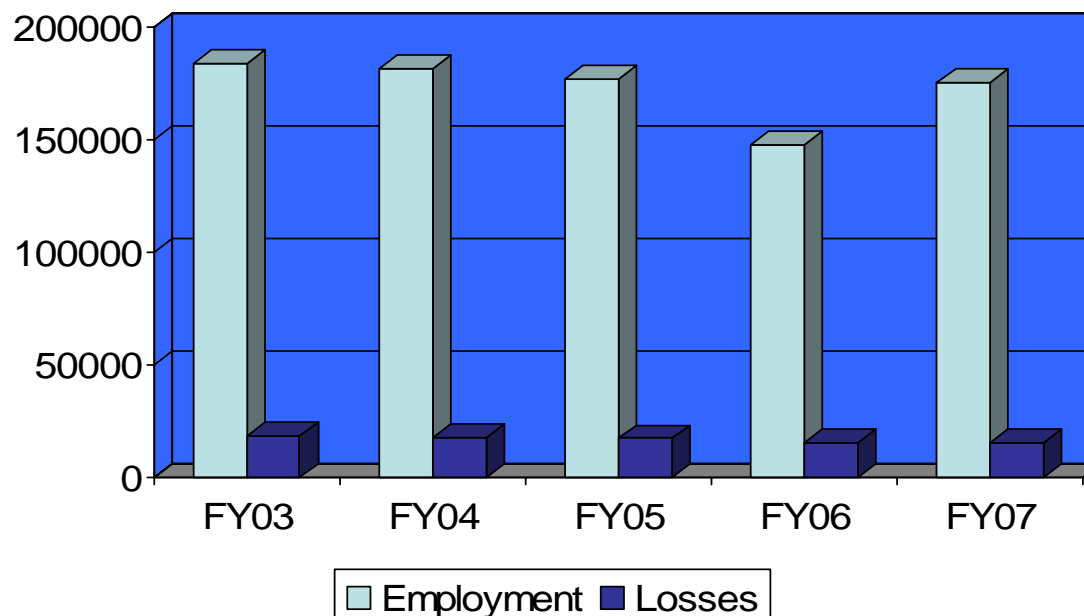
Army Turnover Rate			
	Employment	All Losses	% of Losses compared to Employment
FY03	184461	25930	14%
FY04	205370	26581	13%
FY05	212269	26183	12%
FY06	217938	25306	12%
FY07	215975	24355	11%

*Turnover rate definition: U.S. Department of Labor, Bureau of Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

Navy Turnover Rate* (Appropriated Fund)



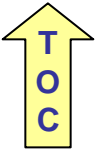
Navy Turnover – All Separations



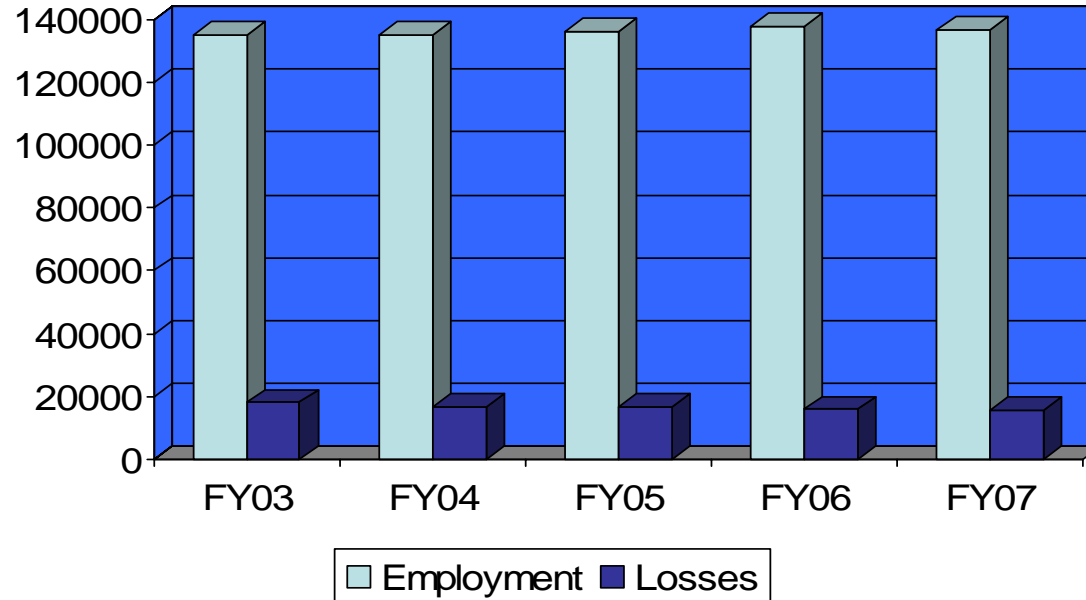
Navy Turnover Rate			
	Employment	All Losses	% of Losses compared to Employment
FY03	183993	18292	10%
FY04	181406	17700	10%
FY05	177053	17476	10%
FY06	147626	15466	10%
FY07	175229	15649	9%

*Turnover rate definition: U.S. Department of Labor, Bureau of Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

Air Force Turnover Rate* (Appropriated Fund)



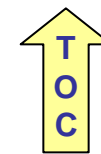
Air Force Turnover – All Separations



Air Force Turnover Rate			
	Employment	All Losses	% of Losses compared to Employment
FY03	135165	18138	13%
FY04	135020	16729	12%
FY05	136242	16605	12%
FY06	137896	15878	12%
FY07	136580	15640	11%

*Turnover rate definition: U.S. Department of Labor, Bureau of Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

DoD Agencies Turnover Rate* (Appropriated Fund)



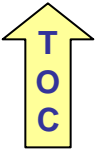
DoD Agencies Turnover – All Separations



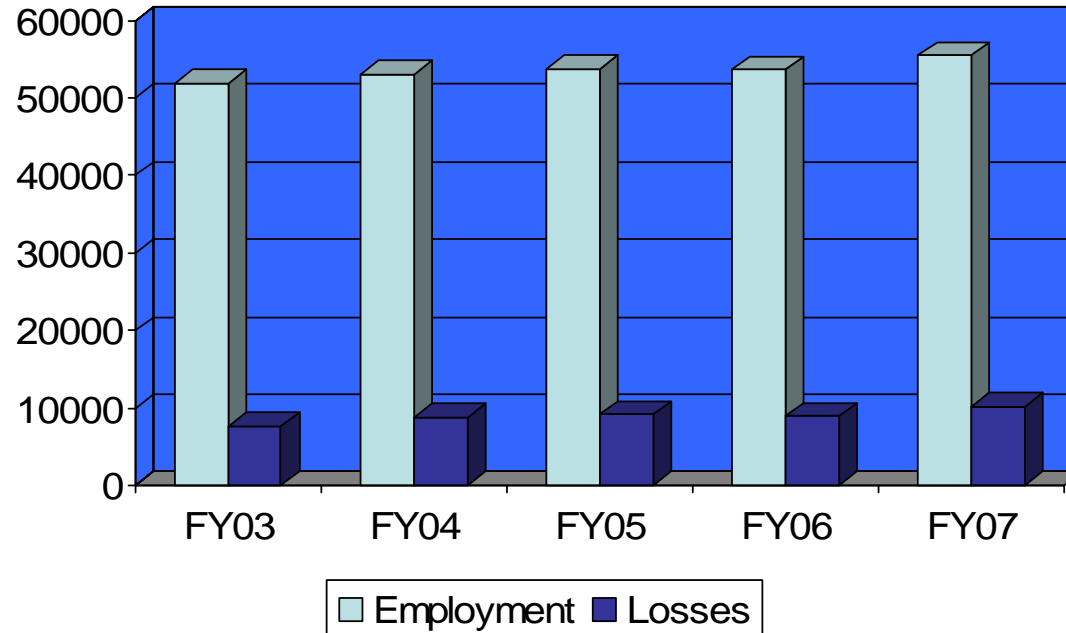
DoD Agencies Turnover Rate			
	Employment	All Losses	% of Losses compared to Employment
FY03	104635	21129	20%
FY04	108218	20328	19%
FY05	105549	18257	17%
FY06	98621	15837	16%
FY07	97756	15666	16%

*Turnover rate definition: U.S. Department of Labor, Bureau of Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

National Guard Turnover Rate* (Appropriated Fund)



National Guard Turnover – All Separations



National Guard Turnover Rate			
	Employment Nat. Guard Technicians	All Nat. Guard Technicians Losses	% of Nat. Guard Technicians Losses compared to Employment
FY03	51970	7597	15%
FY04	53035	8823	17%
FY05	53710	9108	17%
FY06	53628	8881	17%
FY07	55482	10166	18%

*Turnover rate definition: U.S. Department of Labor, Bureau of Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

All DoD Turnover Rate* (Appropriated Fund)



All DoD Turnover – All Separations



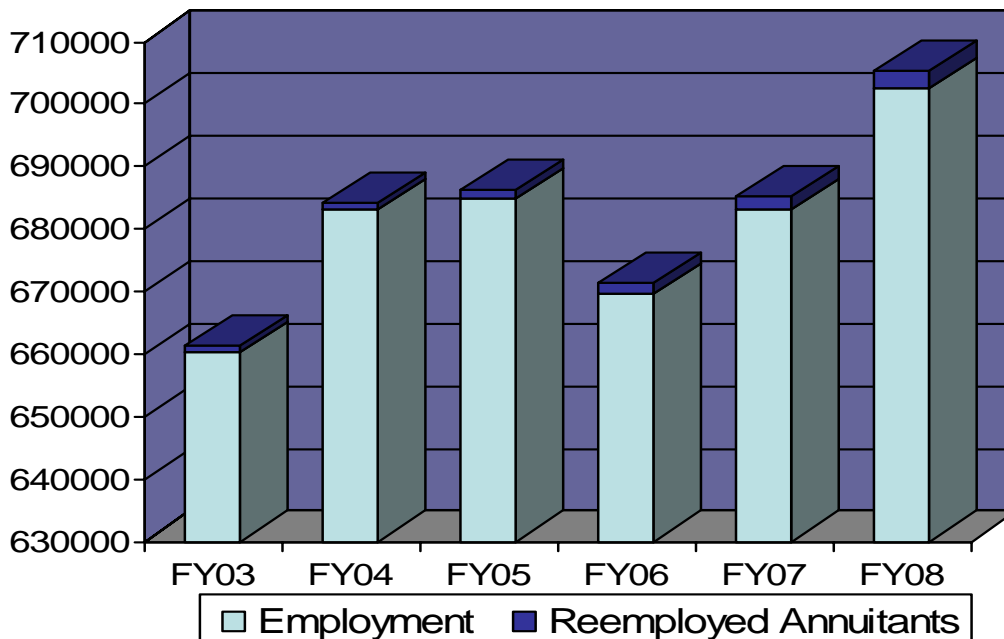
All DoD Turnover Rate			
	Employment	All Losses	% of Losses compared to Employment
FY03	660225	91086	14%
FY04	683049	90161	13%
FY05	684824	87629	13%
FY06	655710	81368	12%
FY07	681023	81476	12%

*Turnover rate definition: U.S. Department of Labor, Bureau of Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

All DoD Reemployed Annuitants* (Appropriated Fund)



All DoD – All Reemployed Annuitants



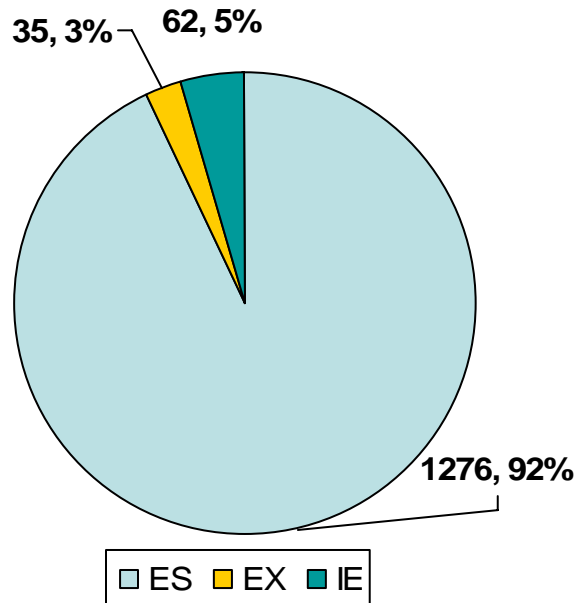
Mar 18, 2004, authority to allow Reemployed Annuitants to receive full salary and annuity benefits.

	FY03			FY04			FY05			FY06			FY07			FY08 (From Oct 1, 2007 to Jun 30, 2008)		
	Employment	Reemployed Annuitants	% Reemployed Annuitants compared to Employment	Employment	Reemployed Annuitants	% Reemployed Annuitants compared to Employment	Employment	Reemployed Annuitants	% Reemployed Annuitants compared to Employment	Employment	Reemployed Annuitants	% Reemployed Annuitants compared to Employment	Employment	Reemployed Annuitants	% Reemployed Annuitants compared to Employment	Employment	Reemployed Annuitants	% Reemployed Annuitants compared to Employment
Army	184461	445	0.24%	205370	393	0.19%	212269	625	0.29%	201431	862	0.43%	217897	1264	0.58%	230020	1688	0.73%
Navy	183993	314	0.17%	181406	286	0.16%	177053	289	0.16%	176415	266	0.15%	176471	302	0.17%	179941	353	0.20%
Air Force	135165	179	0.13%	135020	161	0.12%	136242	169	0.12%	139214	180	0.13%	135440	208	0.15%	135278	225	0.17%
Natl Guard	51970	25	0.05%	53035	62	0.12%	53710	168	0.31%	97696	88	0.09%	56166	67	0.12%	57931	98	0.17%
DoD Agencies	104635	230	0.22%	108218	257	0.24%	105549	310	0.29%	54917	192	0.35%	97096	258	0.27%	99400	338	0.34%
All DoD	660224	1193	0.18%	683049	1159	0.17%	684823	1561	0.23%	669673	1588	0.24%	683070	2099	0.31%	702570	2702	0.38%

*Note: DCPDS codes of A, B, G, 1 and 6 (Reemployed FERS Annuitant, Former Reemployed FERS Annuitant not subject to salary reduction, Reemployed CSRS Annuitant, Reemployed CSRS Annuitant not subject to salary reduction) were used.

DoD Executives and Senior Level Employees (Appropriated Fund)

Senior Executive Service/ Executive Pay/Intelligence Executive

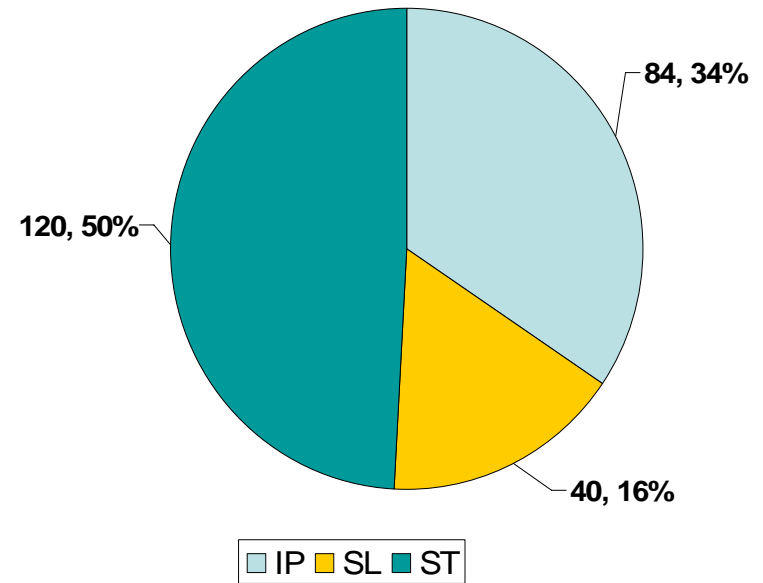


Executive Service/Executive Pay/Intelligence Executive	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Total ES	1276	92.94%	0.1816%
Total EX	35	2.55%	0.0050%
Total IE	62	4.52%	0.0088%
Total	1373	100.00%	*0.1954%

Total Appropriated Fund Population 702,570

* Percentage shown in this report may not add to totals due to rounding

Intelligence Professional/ Senior Level Positions/Scientific and Professional

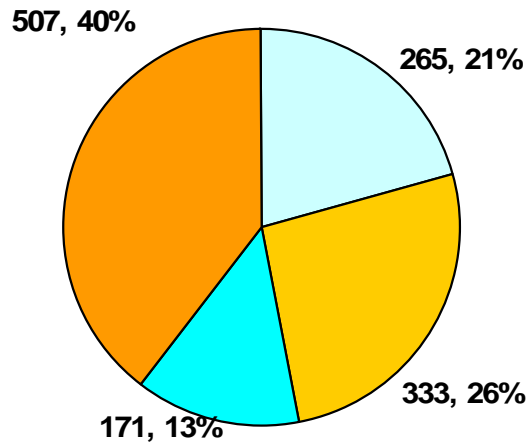


Intelligence Professional/Senior Level Positions/Scientific and Professional	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Total IP	84	34.43%	0.0120%
Total SL	40	16.39%	0.0057%
Total ST	120	49.18%	0.0171%
Total	244	100.00%	*0.0347%

Total Appropriated Fund Population 702,570

DoD Executives by Component (Appropriated Fund)

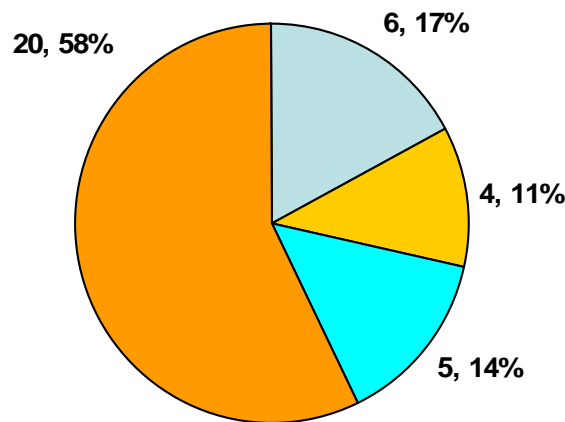
Senior Executive Service



□ Army □ Navy □ Air Force □ DoD Agencies

Senior Executive Service	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Army	265	20.77%	0.0377%
Navy	333	26.10%	0.0474%
Air Force	171	13.40%	0.0243%
DoD Agencies	507	39.73%	0.0722%
Total	1276	100.00%	*0.1816%

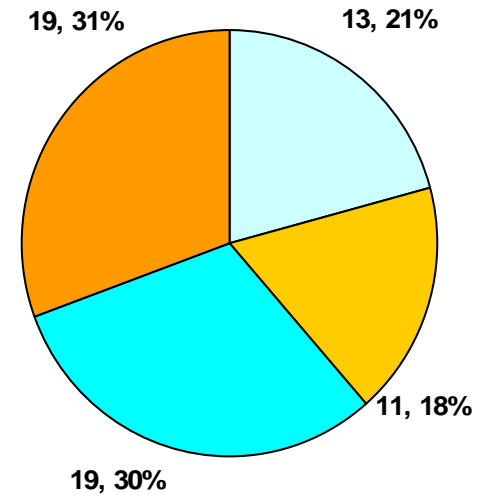
Executive Pay



□ Army □ Navy □ Air Force □ DoD Agencies

Executive Pay	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Army	6	17.14%	0.0009%
Navy	4	11.43%	0.0006%
Air Force	5	14.29%	0.0007%
DoD Agencies	20	57.14%	0.0028%
Total	35	100.00%	*0.0050%

Intelligence Executive



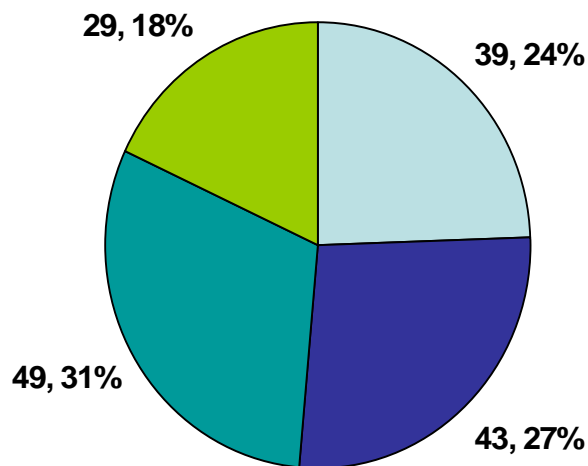
□ Army □ Navy □ Air Force □ DoD Agencies

Intelligence Executive	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Army	13	20.97%	0.0019%
Navy	11	17.74%	0.0016%
Air Force	19	30.65%	0.0027%
DoD Agencies	19	30.65%	0.0027%
Total	62	100.00%	*0.0088%

Total Appropriated Fund Population 702,570

*Percentage shown in these reports may not add to totals due to rounding

DoD Senior Level Positions/Scientific and Professional by Components (Appropriated Fund)

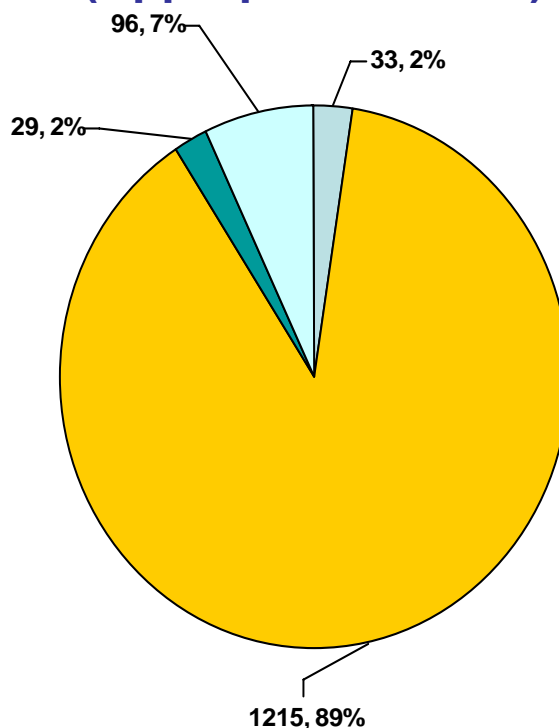
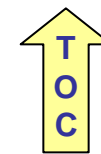


■ Army
 ■ Navy
 ■ Air Force
 ■ DoD Agencies

Senior Level Positions/Scientific and Professional	Total	% Compared To Total Senior Leadership Population	% Compared To Total Appropriated Fund Population
Army	39	24.38%	0.0056%
Navy	43	26.88%	0.0061%
Air Force	49	30.63%	0.0070%
DoD Agencies	29	18.13%	0.0041%
Total	160	100.00%	*0.0228%

Total Appropriated Fund Population 702,570

DoD Executives by Appointment Type (Appropriated Fund)



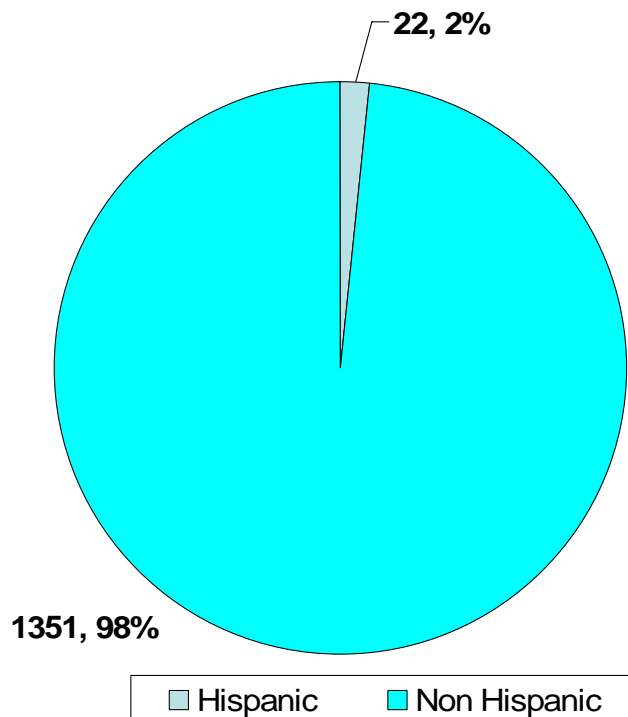
DoD Executives by Appointment Type	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Excepted Indefinite	33	2.40%	0.0047%
SES Career	1215	88.49%	0.1729%
SES Limited Term	29	2.11%	0.0041%
SES Non Career	96	6.99%	0.0137%
Total	1373	100.00%	*0.1954%

* Percentage shown in this report may not add to totals due to rounding

DoD Executives Demographics (Appropriated Fund)



Ethnicity Senior Executive Service/Executive Pay/Intelligence Executive



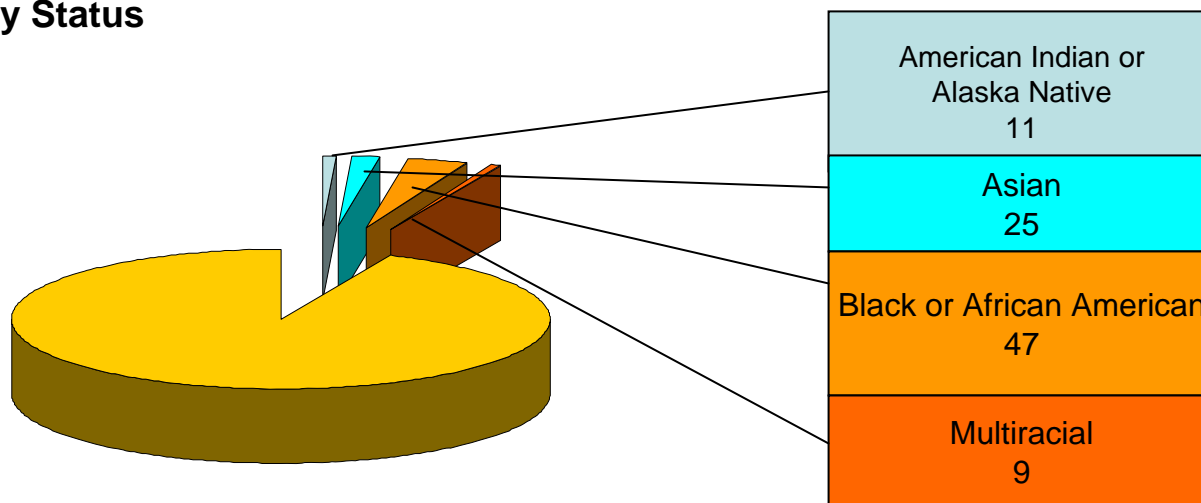
Ethnicity	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Hispanic	22	1.60%	0.0031%
Not Hispanic	1351	98.40%	0.1923%
Total	1373	100.00%	*0.1954%

Total Appropriated Fund Population 702,570

* Percentage shown in this report may not add to totals due to rounding

General Workforce Demographics of Executives (Appropriated Fund)

Minority Status



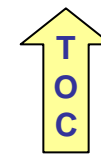
■ American Indian or Alaska Native ■ Asian
■ Black or African American ■ Multiracial
■ Non Minority

Race Designation	Total	% Compared To Total Senior Leads Population	% Compared To Total Appropriated Fund Population
American Indian or Alaska Native	11	0.80%	0.0016%
Asian	25	1.82%	0.0036%
Black or African American	47	3.42%	0.0067%
Multiracial	9	0.66%	0.0013%
White	1261	91.84%	0.1795%
Race Unspecified	18	1.31%	0.0026%
Identity Pending	2	0.15%	0.0003%
Total	1373	100.00%	*0.1954%

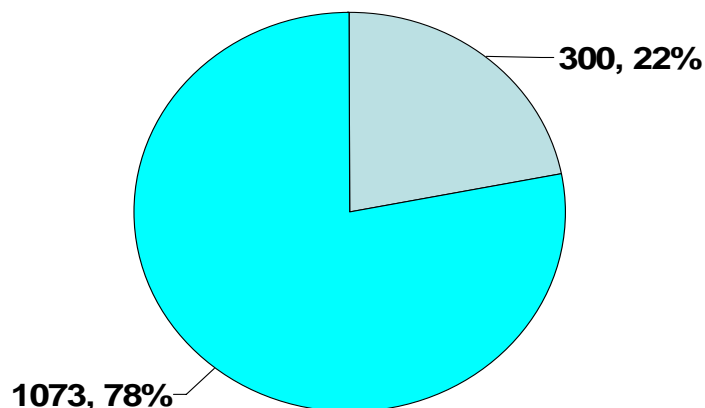
Total Appropriated Fund Population 702,570

* Percentage shown in this report may not add to totals due to rounding

DoD Executives Demographics (Appropriated Fund)



Gender
Senior Executive
Service/Executive
Pay/Intelligence Executive



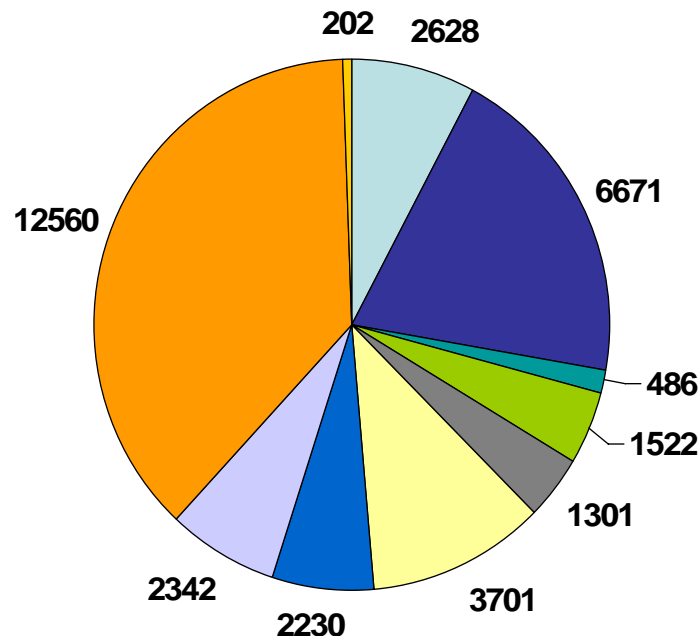
■ Female ■ Male

Gender	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Female	300	21.85%	0.0427%
Male	1073	78.15%	0.1527%
Total	1373	100.00%	*0.1954%

Total Appropriated Fund Population 702,570

* Percentage shown in this report may not add to totals due to rounding

Lab/Demonstration Projects (Appropriated Fund)

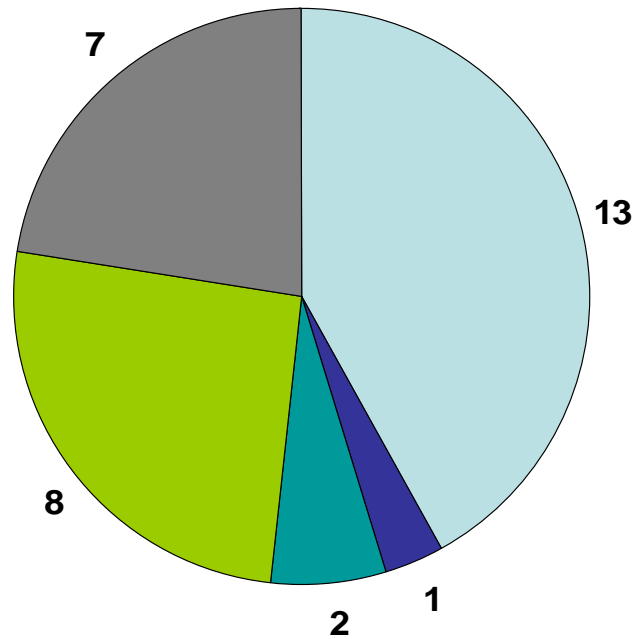
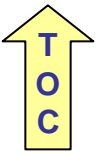


Air Force Research Lab	Army Aviation Research, Dev&Eng Ctr
Army Comm-Electronics Comm Research	Army Engineer Research & Dev Ctr
Army Medical Research and Mat Cmd	China Lake Demo
DoD Acquisition Demo	Naval Research Lab
Navy Warfare Center	Space and Naval Warfare Sys Command

Lab/Demos	Total	% Compared To Total Lab/Demos	% Compared To Total Appropriated Fund Population
Air Force Research Lab	2628	7.81%	0.37%
Army Aviation Research, Dev&Eng Ctr	6671	19.83%	0.95%
Army Comm-Electronics Comm Research	486	1.44%	0.07%
Army Engineer Research & Dev Ctr	1522	4.52%	0.22%
Army Medical Research and Mat Cmd	1301	3.87%	0.19%
China Lake Demo	3701	11.00%	0.53%
DoD Acquisition Demo	2230	6.63%	0.32%
Naval Research Lab	2342	6.96%	0.33%
Navy Warfare Center	12560	37.33%	1.79%
Space and Naval Warfare Sys Command	202	0.60%	0.03%
Total	33643	100.00%	4.79%

Total Appropriated Fund Population 702,570

Lab/Demonstration Projects (Appropriated Fund)

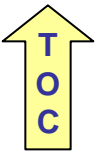


Army Aviation Research, Dev&Eng Ctr	Army Engineer Research & Dev Ctr
Army Medical Research and Mat Cmd	Naval Research Lab
Navy Warfare Center	

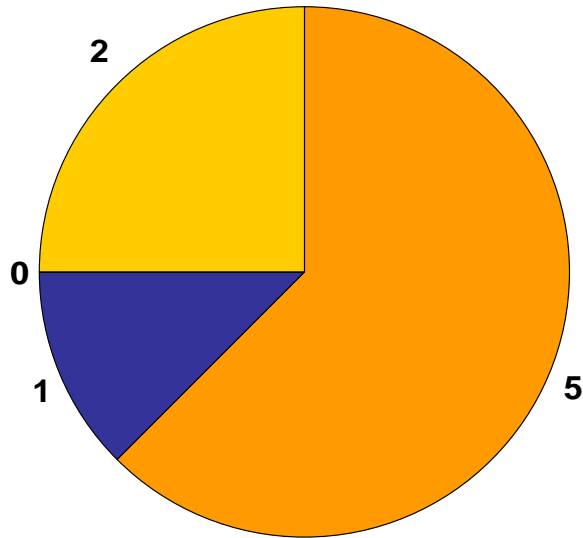
Lab/Demos High Grades	Grade 05	Compared to Total Grade 05	%Compared To Total Appropriated Fund Population	Grade 06	Compared to Total Grade 06	%Compared To Total Appropriated Fund Population
Army Aviation Research, Dev&Eng Ctr	13	56.52%	0.0019%	0	0.00%	0.0000%
Army Engineer Research & Dev Ctr	0	0.00%	0.0000%	1	12.50%	0.0001%
Army Medical Research and Mat Cmd	2	8.70%	0.0003%	0	0.00%	0.0000%
Naval Research Lab	8	34.78%	0.0011%	0	0.00%	0.0000%
Navy Warfare Center	0	0.00%	0.0000%	7	87.50%	0.0010%
Total	23	100.00%	0.0033%	8	100.00%	0.0011%

Total Appropriated Fund Population 702,570

Scientists and Engineers hired under DARPA Authority (Appropriated Fund)



Current Employees

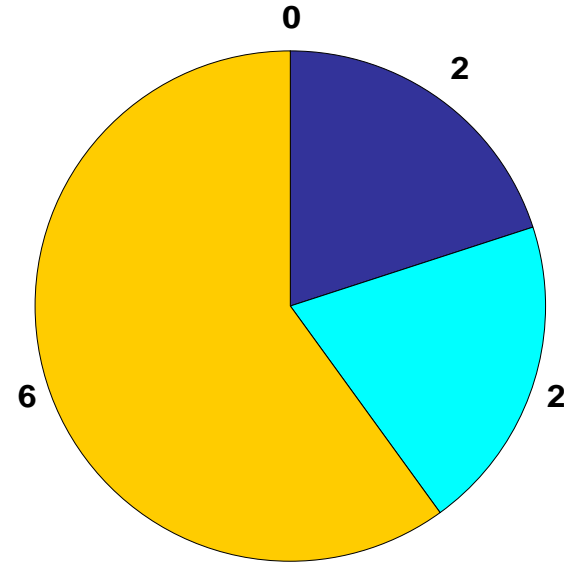


Army Navy Air Force DoD Agencies

Scientists and Engineers hired under DARPA Authority	Total	% Compared To Total Hired under DARPA Authority	% Compared To Total Appropriated Fund Population
Army	5	62.50%	0.001%
Navy	1	12.50%	0.000%
Air Force	0	0.00%	0.000%
DoD Agencies	2	25.00%	0.000%
Total	8	100.00%	0.001%

Total Appropriated Fund Population 702,570

Hires No Longer on Rolls



Army Navy Air Force DoD Agencies

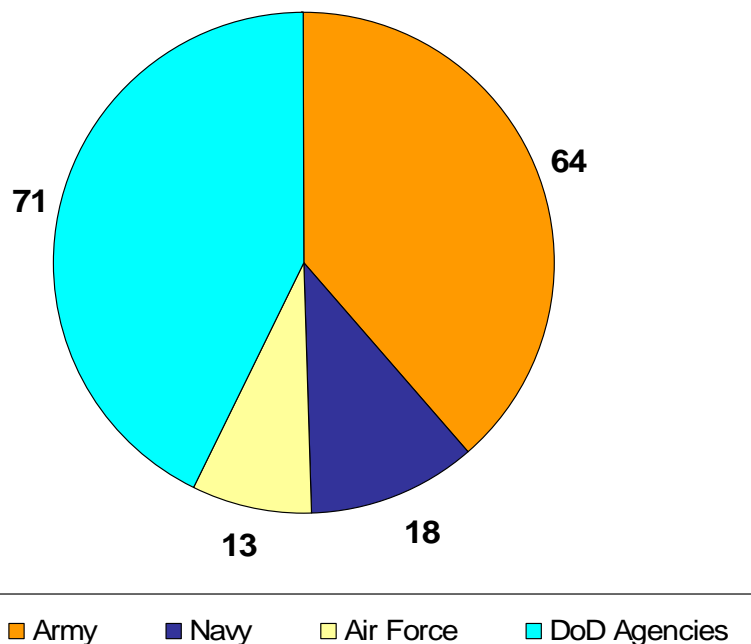
Scientists and Engineers hired under DARPA Authority and No Longer on Rolls	Total	% Compared To Total No Longer on Rolls	% Compared To Total Appropriated Fund Population
Army	0	0.00%	0.000%
Navy	2	20.00%	0.000%
Air Force	2	20.00%	0.000%
DoD Agencies	6	60.00%	0.001%
Total	10	100.00%	0.001%

Total Appropriated Fund Population 702,570

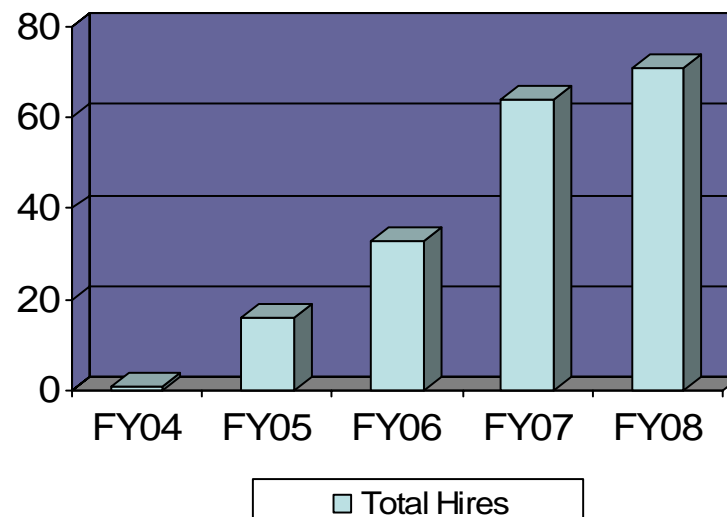
Highly Qualified Experts hired since February 27, 2004 under Legal Authority 5 U.S.C. 9903 (Appropriated Fund)



Current Employees



Total Hires since Feb 27, 2004



Highly Qualified Experts - Current Population	Total	% Compared To Total Current Population	% Compared To Total Appropriated Fund Population
Army	64	38.55%	0.009%
Navy	18	10.84%	0.003%
Air Force	13	7.83%	0.002%
DoD Agencies	71	42.77%	0.010%
Total	166	100.00%	*0.024%

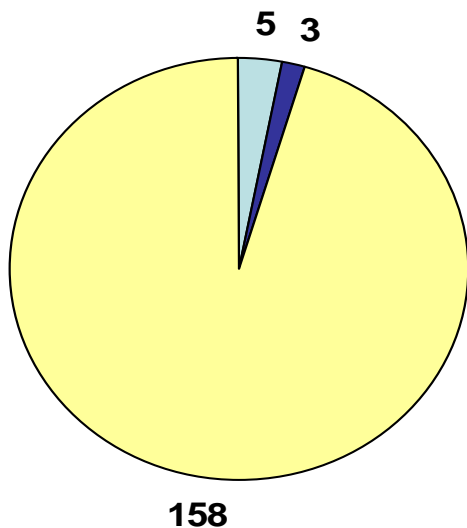
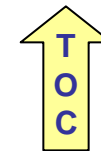
Total Hires of Highly Qualified Experts since Feb 27, 2004	Total	% Compared To Total Appropriated Fund Population	% Compared To Total Appropriated Fund Population
FY04 (From Feb 27, 2004 to Sep 30, 2005)	1	0.51%	0.000%
FY05	16	8.16%	0.002%
FY06	33	16.84%	0.005%
FY07	64	32.65%	0.009%
FY08	82	41.84%	0.012%
Total	196	100.00%	*0.028%

Total Appropriated Fund Population 702,570

*Percentage shown in this report may not add to totals due to rounding

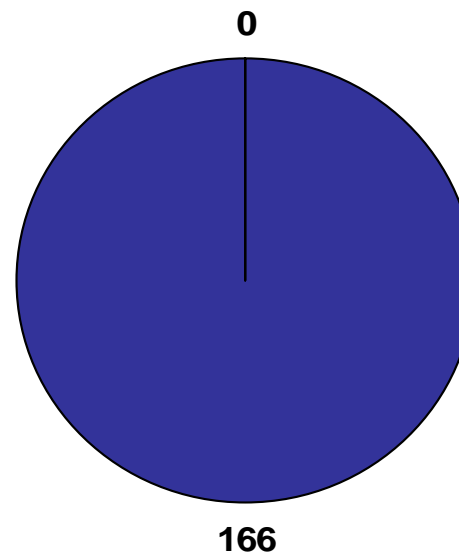
*Percentage shown in this report may not add to totals due to rounding

Highly Qualified Experts General Workforce Demographics (Appropriated Fund)



Race Designation	Total	% Compared To Total Race Designation	% Compared To Total Appropriated Fund Population
Asian	5	3.01%	0.001%
Black or African American	3	1.81%	0.000%
White	158	95.18%	0.022%
Total	166	100.00%	*0.024%

Total Appropriated Fund Population 702,570

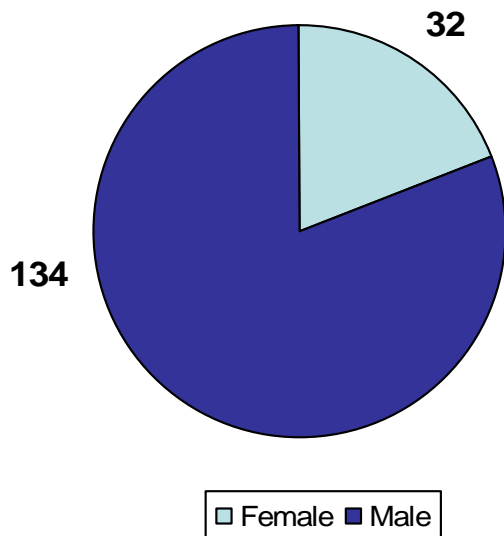
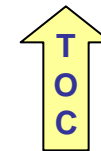


Ethnicity	Total	% Compared To Total Ethnicity	% Compared To Total Appropriated Fund Population
Hispanic	0	0.00%	0.000%
Not Hispanic	166	100.00%	0.024%
Total	166	100.00%	*0.024%

Total Appropriated Fund Population 702,570

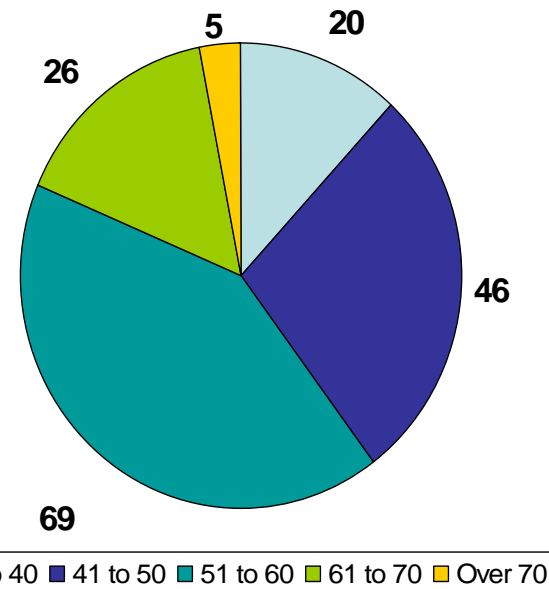
* Percentages shown in these reports may not add to totals due to rounding

Highly Qualified Experts General Workforce Demographics (Appropriated Fund)



Gender	Total	% Compared To Total Gender	% Compared To Total Appropriated Fund Population
Female	32	19.28%	0.005%
Male	134	80.72%	0.019%
Total	166	100.00%	*0.024%

Total Appropriated Fund Population 702,570

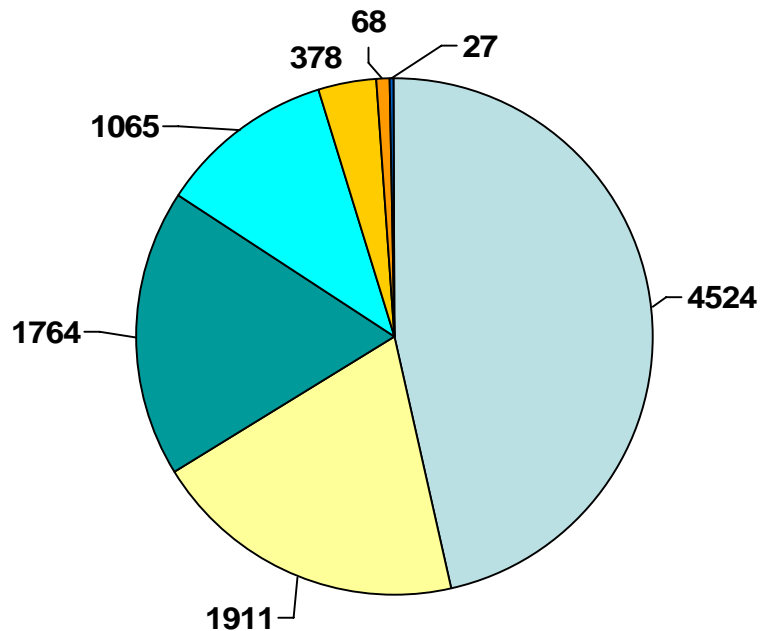
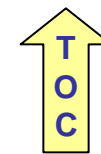


Age	Total	% Compared To Total Age	% Compared To Total Appropriated Fund Population
31 to 40	20	12.05%	0.003%
41 to 50	46	27.71%	0.007%
51 to 60	69	41.57%	0.010%
61 to 70	26	15.66%	0.004%
Over 70	5	3.01%	0.001%
Total	166	100.00%	*0.024%

Total Appropriated Fund Population 702,570

*Percentages shown in these reports may not add to totals due to rounding

Administratively Determined (Appropriated Fund)



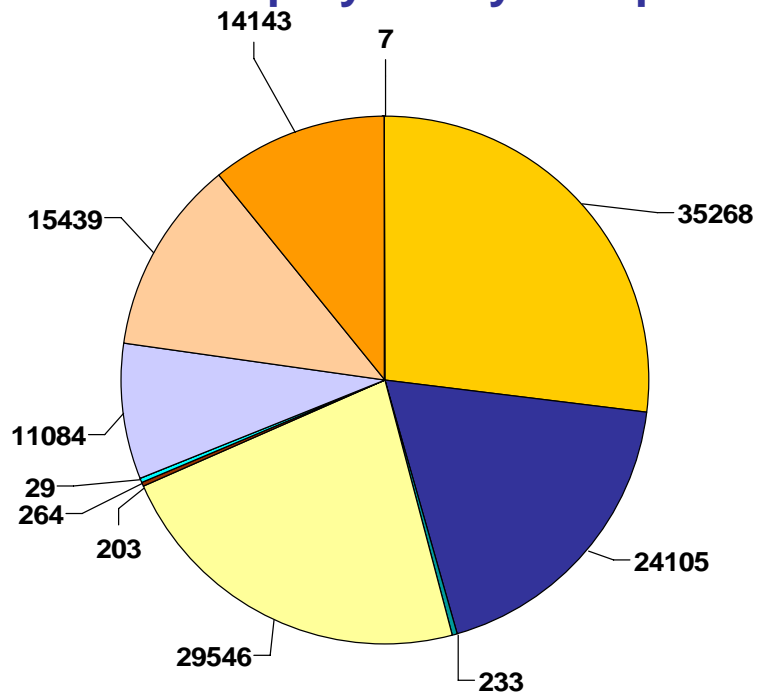
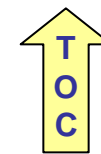
■ AD 00-04
 ■ AD 05-09
 ■ AD 10-14
 ■ AD 15-19
 ■ AD 20-24
 ■ AD 25-28
 ■ AD 30

Administratively Determined	Total	% Compared To Total Administratively Determined	% Compared To Total Appropriated Fund Population
AD 00-04	4524	46.46%	0.64%
AD 05-09	1911	19.63%	0.27%
AD 10-14	1764	18.12%	0.25%
AD 15-19	1065	10.94%	0.15%
AD 20-24	378	3.88%	0.05%
AD 25-28	68	0.70%	0.01%
AD 30	27	0.28%	0.00%
Total	9737	100.00%	1.39%

Total Appropriated Fund Population 702,570

NON APPROPRIATED FUND

Non Appropriated Fund Employees by Component



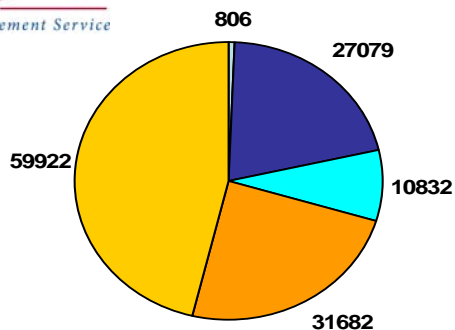
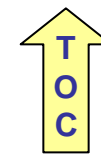
AAFES
 Army
 DHRA
 Navy Exchange

Air Force
 DFAS
 Marine Corps
 OSD

Armed Forces Information Services
 DLA
 Navy

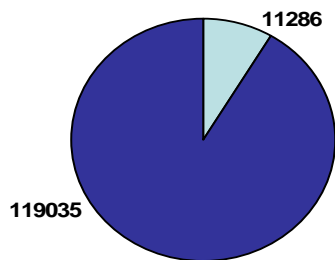
Non Appropriated Fund Employees Total = 130321		
AAFES	35268	27%
Air Force	24105	18%
Armed Forces Information Services	233	0%
Army	29546	23%
DFAS	203	0%
DLA	264	0%
DHRA	29	0%
Marine Corps	11084	9%
Navy	15439	12%
Navy Exchange	14143	11%
OSD	7	0%
Total	130321	100%

General Workforce Demographics (Non Appropriated Fund)



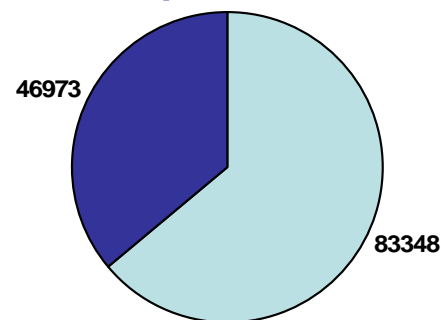
☐ Amer Indian/Alaskan Native
 ☐ Black
 ☐ Other Asian/Pacific Islander
☐ White
 ☐ Race Unspecified

Race Designation Total = 130321		
Amer Indian/Alaskan Native	806	1%
Black	27079	46%
Other Asian/Pacific Islander	10832	8%
White	31682	21%
Race Unspecified	59922	24%
Total Non Appropriated Fund Population	130321	100%



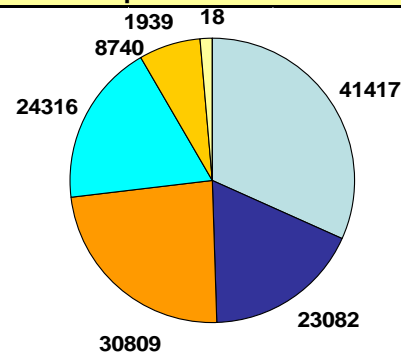
☐ Hispanic
 ☐ Not Hispanic

Ethnicity Total = 130321		
Hispanic	11286	9%
Not Hispanic	119035	91%
Total Non Appropriated Fund Population	130321	100%



☐ Female
 ☐ Male

Gender Total = 130321		
Female	83348	64%
Male	46973	36%
Total Non Appropriated Fund Population	130321	100%

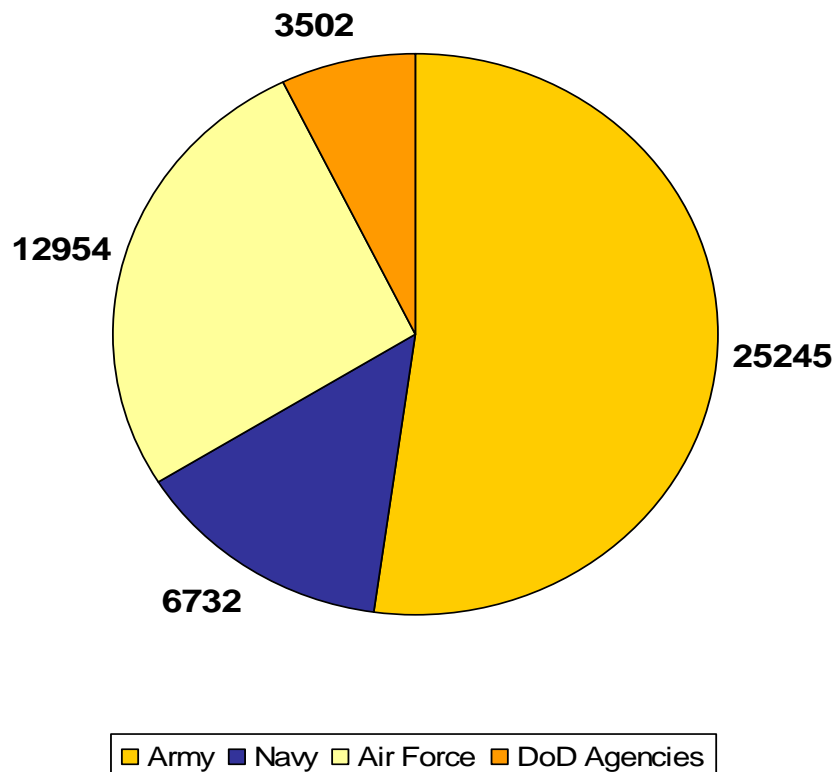


☐ 30 and below
 ☐ 31 to 40
 ☐ 41 to 50
 ☐ 51 to 60
 ☐ 61 to 70
 ☐ Over 70
 ☐ Unknown

Age Total = 130321		
30 and below	41417	32%
31 to 40	23082	18%
41 to 50	30809	24%
51 to 60	24316	19%
61 to 70	8740	7%
Over 70	1939	1%
Unknown	18	0%
Total Non Appropriated Fund Population	130321	100%

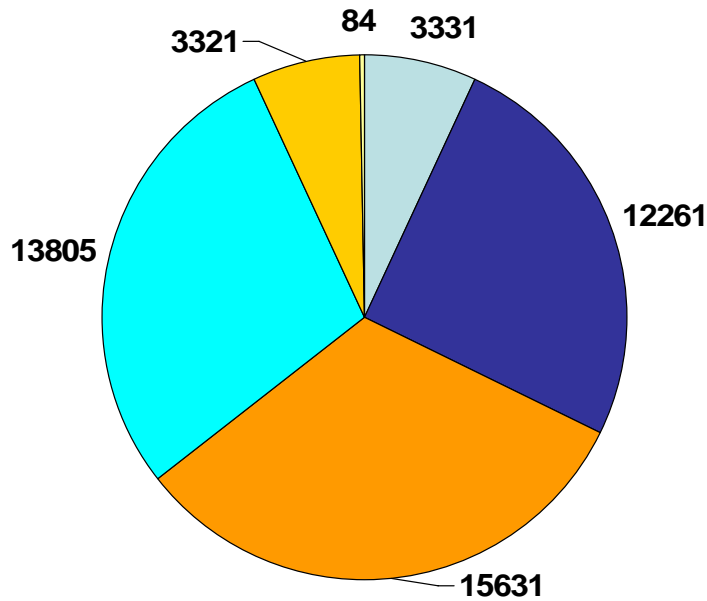
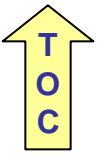
LOCAL NATIONALS

Local National Employees by Component



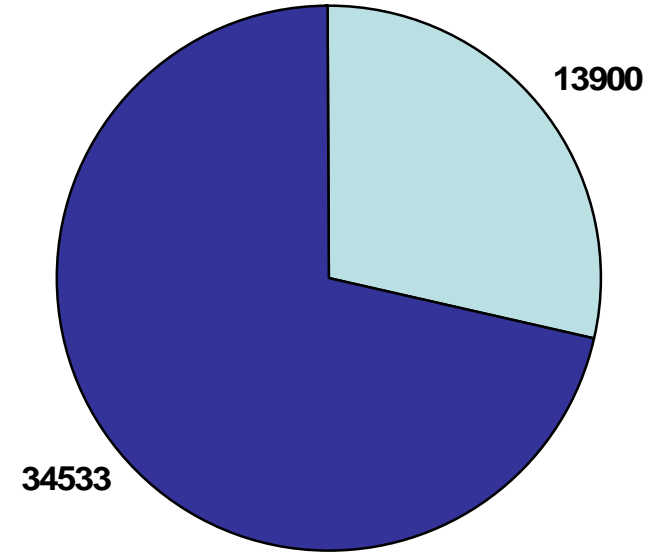
Local Nationals		
Army	25245	52%
Navy	6732	14%
Air Force	12954	27%
DoD Agencies	3502	7%
Total Local National Population	48433	100%

General Workforce Demographics (Local Nationals)



30 and below 31 to 40 41 to 49 50 to 59 60 to 69 70 and over

Age		
30 and below	3331	7%
31 to 40	12261	25%
41 to 49	15631	32%
50 to 59	13805	29%
60 to 69	3321	7%
70 and over	84	0%
Total Local National Population	48433	100%



Female Male

Gender		
Female	13900	29%
Male	34533	71%
Total Local National Population	48433	100%